



**UAW - Lockheed Martin  
Contract Proposal  
May 21, 2025**

**UAW Local 766 and Local 788**

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

Below are the new terms of the Agreement between Lockheed Martin Missiles and Fire Control and Space and the United Automobile, Aerospace and Agricultural Implement Workers of America Locals 788 and 766 to which the respective bargaining committees have agreed, subject to ratification. The Union bargaining committee has represented that it will recommend for ratification this Agreement. Upon ratification, until a new Collective Bargaining Agreement is finalized and printed, the new Collective Bargaining Agreement between the parties will consist of the language from the Agreement, which expired on April 11, 2025 as modified below:

Item #	CBA	Tentative Agreements
Local MOAs		<b>The Parties agree the Local Memorandums of Agreement are hereby agreed to in the Multi-Unit Memorandum of Agreement.</b>
CHK-1	<b>Proofing</b>  All Articles & Sections	<b>The Parties agree to correct any punctuation, spelling, formatting, or grammatical errors throughout the CBA based on mutual agreement on changes prior to printing of new CBA.</b>
CHK-2	<b>Baltimore - Local No. 738</b>  Article 1, 1. (p. 2)	<p><b>The Parties agree to delete Article 1, 1. as follows and delete all references to Baltimore or Local 738 throughout the CBA:</b></p> <p><del>1. Baltimore Local No. 738</del></p> <p><del>Pursuant to the certification of the National Labor Relations Board dated May 17, 1948, the Company recognizes the Union as the exclusive representative for the purpose of collective bargaining for all employees covered by the Direction of Election dated July 18, 1947, of all production, maintenance, and garage employees in the Middle River Plant, of Lockheed Martin Rotary and Mission Systems, including working leaders, but excluding working supervisors, leaders, and supervisory employees above the rank of leaders, employees assigned to the office and wearing office badges, plant or office clerical employees (but not shop timekeepers, stock chasers, and expeditors), plant protection employees, plant and equipment engineers, accounting department employees, marine department employees, timekeeping department employees (but not departmental timekeepers who check time on the floor), building and field engineers, (but not laborers in said department), tool design and tool engineering employees, purchase and procurement department employees, (But not raw stores, shipping and receiving employees), engineering department employees, technical and industrial engineers, and labor control employees, personnel department employees, executives, chauffeurs, subcontracting department employees, employees engaged in airport operations (but not mechanics), first-aid, hospital and medical employees, technical laboratory and research employees, office production and planning employees (but not employees who work on the plant floors), and Human Resources Department employees, and all or any other supervisory employees.</del></p>

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

CHK-3	<b>Preferential Seniority</b>  Article 5, Section 14(b) (p. 27)	<b>The Parties agree to modify Article 5, Section 14(b) as follows:</b>  (b) The Company agrees that at times of demotion the Union officials described in this Section will be reclassified to lower- <del>rated</del> <b>graded</b> jobs pursuant to Section 10 of this Article in accordance with their natural seniority, and thereafter will not be laid off so long as such work is available. [...]
CHK-4	<b>Student Hiring</b>  Article 5, Section 18 (p. 31)	<b>The Parties agree to modify Article 5, Section 18 as follows:</b>  Section 18. Student Hiring. Without reference to any other provision of this Article, the Company may employ in its discretion without regard to seniority: (1) A limited number of exceptional employees consisting of students and graduates of technical and professional schools. Temporary student employees will not be placed in job classifications from which in-unit employees are on layoff or have right of recall. Students shall be placed in the lowest labor grade within the Job Family Group for which they are performing work. Time spent as a temporary student employee will not count towards bargaining unit seniority. <b>Students will not be eligible for any wage increases or payments as outlined in Article 16.</b>
CHK-5	<b>Leave of Absence False Under Pretenses</b>  Article 6, Section 4 (p. 37)	<b>The Parties agree to modify Article 6, Section 4 as follows:</b>  Section 4. Leave of Absence <del>False</del> Under <b>False</b> Pretenses. Any leave of absence obtained through false pretenses shall be invalid and the employee's absence shall be recorded as unauthorized and such disciplinary action shall be taken as the Company believes warranted.
CHK-6	<b>Equalization of Overtime</b>  Article 12, Section 7(c)(2)(c) (p. 65)	<b>The Parties agree to modify Article 12, Section 7(c)(2)(c) as follows:</b>  (2) For the purpose of equal distribution of overtime only, an employee will be counted as having worked overtime if the employee:  [...]  (c) Refuses <del>sixth and/or seventh day</del> overtime <b>for nonscheduled workday</b> and has been given notice of such overtime at least six (6) hours prior to the end of their last regularly scheduled shift.

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

CHK-7	<b>Paid Time Off</b>  Article 14, Section 2 and 14 (p. 70 and 73)	<b>The Parties agree to modify Article 14, Section 2 and Section 14 as follows:</b>  Section 2. Vacation and Leave of Absence. Vacation will be accrued monthly each calendar year during which the employee is on active status, including absences for occupational injuries, <b>parental leave, bereavement</b> , jury duty, military duty, and Paid Absence Allowance (PAA) days. [...]  Section 14. Paid Absence Allowance (PAA) Accruals. Employees will accrue Paid Absence Allowance days monthly, at a rate of 3.34 hours per month.  Paid Absence Allowance days will be accrued monthly each calendar year during which the employee is on active status, including absences for occupational injuries, <b>parental leave, bereavement</b> , jury duty, military duty, union business, and vacation. [...]
CHK-8	<b>Vacation and Layoff</b>  Article 14, Section 4 (pg. 71)	<b>The Parties agree to modify Article 14, Section 4 as follows:</b>  Section 4. Vacation and Layoff. Employees who are laid off shall be paid for vacation accrued <del>and not yet taken during the current year as set forth above.</del>
CHK-9	<b>Rate of Pay</b>  Article 14, Section 5 (pg. 71)	<b>The Parties agree to modify Article 14, Section 5 as follows:</b>  Section 5. Rate of Pay. <b>Vacation pay will include all premiums currently being received by the employee.</b> The rate of pay for the vacation period scheduled will be the employee's highest regular basic straight time pay rate for the preceding <del>thirteen (13) weeks</del> at the time vacation is started. <del>Payment in lieu of vacation will be made only if the Company determines that production requirements prevent time off for vacation. Vacation pay will include shift premium.</del>
CHK-10	<b>Receipt of Pay</b>  Article 16, Section 10 (p. 80)	<b>The Parties agree to modify Article 16, Section 10 as follows:</b>  Section 10. Receipt of Pay. Employees will receive their pay on Friday and will have their payroll check direct deposited into the bank of their choice or mailed to their address of record.  <del>In addition to the current methods of pay delivery which includes paper checks and direct deposit, the Company may offer the pay delivery option of pay cards. Should the Company or the provider decide to discontinue the pay card program, the Company will notify the Union and the affected employees as soon as administratively practicable.</del>

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

CHK-11	<b>Discipline</b>  Article 20, Section 1 (p. 109)	<b>The Parties agree to modify Article 20, Section 1 as follows:</b>  Section 1. Disciplinary Process. For all other disciplinary matters other than attendance, the parties agree that the following disciplinary procedures are to be used. Disciplinary actions shall be administered into two categories: professional conduct and work performance. While the parties agree that in administering progressive discipline the Company shall normally follow the steps below, it is understood that the Company may skip steps based on the nature and severity of the violation.  (1) Counseling – delivered by management and recorded in the employee's record  (2) Verbal <del>Reprimand</del> <b>Warning</b> – delivered by management and recorded in the employee's record  (3) Written <del>Reprimand</del> <b>Warning</b> – delivered by management and Labor and Employee Relations with a copy given to the employee and the Shop Steward, if the Steward is present at the discipline  [...]
C-1	<b>Check-off Procedure</b>  Article 4, Section 2 (p. 10)	<b>The Parties agree to modify Article 4, Section 2 as follows:</b>  Section 2. Deductions from money due the employee pursuant to this Article will be made from the net earnings due the employee payable to them on the second regular pay date in each month provided that the Company has received such authorization and notice from the Financial Secretary of the Local Union by the <del>25</del> <b>15</b> th day of the month preceding the month in which such deductions are made. There shall be only one remittance per month by the Company.  Employees recalled or transferred into the bargaining unit will have dues deducted from the current month's earnings for the current and preceding month, provided, however, such recall or transfer was effective on or before the <del>25</del> <b>15</b> th day of the preceding month.
C-2	<b>Promotions and Reclassifications</b>  Article 5, Section 11(a)(2) (p. 23)	<b>The Parties agree to modify Article 5, Section 11(a)(2) as follows:</b>  (2) An eligible employee may bid within the allotted seven (7) calendar days for a job vacancy by applying via the Company's electronic job requisition website. <b>Employees with active workmanship discipline at the written warning level or higher will not be considered for promotion until such time the discipline is no longer considered for the purposes of further disciplinary action per Article 20, Section 2.</b> Employees who have not held their position for more than one (1) year will not be permitted to promote to a job vacancy unless it is in the same job family group <b>Seniority Unit or an exception is approved by the employee's current manager and Labor and Employee Relations Manager (or their delegate).</b> In addition, applicants within the posted Job Family will be given preferred consideration.

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

C-3	<b>Shift Transfers as a Result of Production Requirements</b>  Article 5, Section 16 (p. 29-30)	<p><b>The Parties agree to modify Article 5, Section 16 as follows:</b></p> <p>Section 16. Shift <b>and Schedule</b> Changes. The Company agrees to the principle that seniority of employees will be applied when transferring employees to jobs on the various shifts <b>and schedules</b>. In no case shall the Company be required to transfer an employee who is not qualified under Article 5, Section 3. Subject to the above, the following procedure shall apply:</p> <p>(a) Shift <b>and Schedule</b> Preference. [...]</p> <p>(b) Shift <b>and Schedule</b> Transfers as a Result of Production Requirements.</p> <p>(1) When it is necessary to transfer employees between shifts <b>and/or schedules</b> for production reasons, the Company shall apply the principle of seniority to employees in the classification and in the department from which transfers are being made. The following procedure shall apply within the department referred to in (a) (1):</p> <p>(a) Employees who have on file a currently valid shift <b>and/or schedule</b> transfer request shall first be transferred in order of seniority.</p> <p>(b) The Company shall then ask for volunteers who shall be transferred in order of seniority.</p> <p>(c) If the vacancies cannot be filled in accordance with (a) and (b) above, the Company shall transfer employees in inverse order of seniority.</p> <p>(2) Temporary shift <b>and/or schedule</b> transfers may be made without regard to any provisions of this Section for a period not exceeding thirty (30) calendar days, except for employees to start a shift <b>and/or schedule</b> that is newly established for the shift preference group, who may be temporarily transferred for a period not to exceed sixty (60) calendar days which may be extended by mutual agreement.</p>
-----	---	--

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

C-4	<b>Union Official Time</b>  Article 7, Section 9 (p. 42)	<p><b>The Parties agree to modify Article 7, Section 9 as follows:</b></p> <p>Section 9. Union Official Time. When it is necessary for a Union representative to leave their job for the purpose of handling grievances either at the request of an employee or upon presentation of a grievance signed by the employee or by the Steward as provided in Section 3(b) of Article 8, or for attending meetings with <b>Company Management</b> representatives, such Union representative shall notify their immediate supervisor (or when not available, the next higher supervisor) <b>in writing</b> and obtain <b>written</b> permission to leave the job and shall report again to their immediate supervisor at the time of returning to work. <b>The Union representative will charge any Union business time through their timekeeping system. If the meeting involves other represented employees that are not Union officials, those employees will also obtain permission to charge Union business time through their timekeeping system appropriately.</b></p> <p><del>The Union representative must, in this connection, first obtain from their supervisor a pass which shall state the destination, the time of leaving, and upon returning to their work, the time of their return. The pass shall be signed by the Union representative and the supervisor. A duplicate copy of such pass will be given the Union representative when they return to their work.</del></p> <p>Permission will be granted to a Union representative for the purposes set forth in this Section within thirty (30) minutes after the request, or as quickly as possible in keeping with sound plant practices.</p>
C-6	<b>Time Limit Computation</b>  Article 8, Section 10 (p. 51)	<p><b>The Parties agree to modify Article 8, Section 10 as follows:</b></p> <p>Section 10. Time Limit Computation. In computing time limits under this Article, holidays shall not be counted. <b>The holiday schedule used to calculate time limits will be based on the schedule of the Union official actively processing the grievance.</b></p>
C-8	<b>Annual Payout</b>  Article 14, Section 16 (p. 74)	<p><b>The Parties agree to modify Article 14, Section 16 as follows:</b></p> <p>Section 16. Annual Payout. An employee may bank up to a maximum of forty (40) hours per calendar year. Paid Absence Allowance days accrued beyond the maximum of forty (40) hours will be paid out annually in the month of January in the following year. Paid Absence Allowance will include <del>night shift</del> <b>and schedule</b> differential.</p>

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

C-9	<b>Jury Duty</b>  Article 14, Section 18 (p. 75)	<p><b>The Parties agree to modify Article 14, Section 18 as follows:</b></p> <p>Section 18. Jury Duty. An employee who fails to work their regularly scheduled hours because of jury duty or a witness subpoenaed by the court shall be paid for their regularly scheduled hours at their regular basic straight time rate <b>and retain all premiums currently being received by the employee.</b> The employee must give at least forty-eight (48) hours notice to their supervisor. <del>Payment is limited to a maximum of five (5) days in any week.</del> <b>Employees who report to jury duty on a scheduled workday outside of their standard shift hours will be eligible for payment at their regular basic straight time rate to include all premiums currently being received by the employee.</b> To be eligible for payment, the employee must submit a written statement from the appropriate public official listing the dates and times served.</p>
C-10	<b>Recording Time</b>  Article 15, Section 1 (p. 76)	<p><b>The Parties agree to modify Article 15, Section 1 as follows:</b></p> <p>Section 1. Recording Time. If an employee fails to record their time <b>accurately</b>, such employee will bring the matter to the attention of their <del>immediate</del> supervisor <b>immediately</b> and the employee will be required to prove to the immediate supervisor that they were at work during any time for which the employee wants credit. <b>If it is established that the employee was not in their designated work area, the employee's time will be adjusted from the time the supervisor was made aware or to the time proven with documentation.</b></p>
C-11	<b>Discipline Timelines</b>  Article 20, Section 2 (p. 110)	<p><b>The Parties agree to modify Article 20, Section 2 as follows:</b></p> <p>Section 2. Timelines. If an employee is <del>reprimanded</del> <b>issued disciplinary action</b> and a notation thereof is placed on their service record, they shall be given a copy of such notation within thirty (30) calendar days after Management becomes aware of the occurrence. If there are cases that require additional time to investigate, requests for investigation extensions will not be unreasonably denied. The investigation portion of this Agreement will not be abused or used on minor cases not requiring an extensive investigation. The employee will be given a copy of the discipline and shall acknowledge in writing receipt of such copy or will be provided notice of no wrongdoing. <del>Reprimands or suspensions</del> <b>Disciplinary action</b> antedating a period of twelve (12) months on the active payroll, during which no <del>reprimand or suspension</del> <b>disciplinary action</b> has been received, will not be considered for the purposes of further disciplinary action, but may be used on cross-examination for purposes of impeachment and credibility at an arbitration.</p> <p>When an employee is discharged or suspended, the Company will provide to the employee and the Chairperson of the Bargaining Committee a statement as to the reasons for their discharge or suspension. Such statement will be mailed or emailed <b>to the employee via their personal email address of record and the Chairperson of the Bargaining Committee</b> forty-eight (48) hours from the time the employee is discharged or suspended.</p>



**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

C-12	<p><b>Employee Assistance Program and Drug Testing</b></p> <p>Unpublished Agreement- Employee Assistance Attachment A</p>	<p><b>The Parties agree to modify the Unpublished Agreement – Employee Assistance Program and Drug Testing as reflected in Attachment A.</b></p>
UN-1	<p><b>Transfers (Entrance Seniority)</b></p> <p>Article 5, Section 2</p> <p>(p.14)</p>	<p><b>The Parties agree to modify Article 5, Section 2 as follows:</b></p> <p>Section 2. Entrance Seniority. Except as may be otherwise provided herein, length of service in connection with an employee's seniority shall be computed from the first hiring date, except that if there has been a break in their continuous service record as provided in Section 12 of this Article, then it shall be computed from the most recent rehiring date.</p> <p>[...]</p> <p>When employees are transferred between one plant and another they will have entrance seniority for purposes of this Article. This applies to both active and laid-off employees. If an employee was hired at a site or operation and is subsequently transferred to the plant, such employee will have entrance seniority <b>and will retain their union seniority date upon transfer.</b></p>
UN-2	<p><b>Grievance Procedure-Pre-Step</b></p> <p>Article 8, Section 1</p> <p>(p. 45)</p>	<p><b>The Parties agree to modify Article 8, Section 1 as follows:</b></p> <p>Any complaint or problem can be verbally discussed between an employee and their immediate supervisor with or without a Steward. The supervisor shall give their response verbally. Provided the employee includes a Steward in the Pre-Step, any resolution of a Pre-Step shall be documented by the Union and provided to Labor and Employee Relations on a <b>standardized</b> form supplied by the <del>Company</del>. <b>Union.</b> Any resolution at Pre-Step shall have no precedential value. If the complaint or problem has not been resolved through the Pre-Step discussion, and if it involves the interpretation and application of any of the terms of this Agreement, it shall be presented in the steps below:</p> <p>[...]</p>
UN-4A	<p><b>Hours of Work (Determination of Start Times)</b></p> <p>Article 11, Section 5</p> <p>(p. 61)</p>	<p><b>[The Company commits to continuing to work to resolve schedule concerns.]</b></p>

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

UN-4B	<b>Overtime</b>  Article 12, Section 7(c)(2)  (p. 65)	<b>[The Parties agree to have the new overtime system implemented in Orlando by July 31, 2025. Once Apriso is implemented in Denver, the parties agree to meet regarding implementation.]</b>
UN-5	<b>Paid Time Off</b>  Article 14, Section 6 and Section 7  (p. 72 and 74)	<p><b>The Parties agree to modify Article 14, Section 6 and Section 7 as follows:</b></p> <p>Section 6. Scheduling of Vacation. [...] Notification of vacation approval/denial will be provided as soon as practicable. <b>Employee may cancel vacation by notifying their supervisor prior to the end of their previous shift preceding their vacation. Such cancellations shall not be honored in the event of a plant shutdown in accordance with Article 15, Section 2(c).</b></p> <p>Section 7. Designated Vacation and Cancellations. [...]</p> <p>Scheduled vacations will not be canceled <b>by the Company</b> without the approval of Labor and Employee Relations at each Company. If any employee's scheduled vacation is canceled by the Company, such employee may request the Company to reschedule their vacation and wherever practicable the Company will do so.</p>
UN-6	<b>Safety (OSHA)</b>  Article 18  (p. 101-103)	<b>[If the OSHA Act is repealed, the Company will meet with the Local and International Union Representatives to discuss health and safety policies and procedures that will be followed in each facility.]</b>

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

UN-7	<p><b>Job Evaluation and Classification</b></p> <p>Article 19, Section 3 (a) and (b)</p> <p>(p. 107)</p>	<p><b>The Parties agree to modify Article 19, Section 3 (a) and (b) as follows:</b></p> <p>Section 3. Out-of-Unit Performing In-Unit Work. <b>Qualified out-of-unit</b> <del>Supervisory and</del> employees shall not perform work covered by the Bargaining Unit at the particular division except in the following circumstances:</p> <p>(a) In the instruction or training of employees. (b) When starting, testing or studying new machinery or equipment. (c) In an emergency.</p> <p><b>Every reasonable effort will be made to utilize qualified bargaining unit employees for in-unit work.</b></p> <p>It is the position of the Company that <b>qualified</b> out-of-unit <del>and supervisory</del> employees shall not perform in-unit work nor displace an in-unit employee on in-unit work.</p> <p>It is the intent of the Company that <b>qualified</b> <del>supervisors or</del> out-of-unit employees will not perform work that is normally and regularly performed by in-unit employees and clearly recognized as Bargaining Unit work, except as provided herein. All work normally and regularly performed by <b>qualified</b> <del>supervisors or</del> out-of-unit employees is specifically excluded from this Agreement.</p> <p>When a <del>supervisor or</del> <b>qualified</b> out-of-unit employee performs work that is clearly Bargaining Unit work in violation of this Section and a valid complaint or grievance, substantiated by factual data, is filed on that work, the Company will take corrective action, including compensation to the appropriate employee to the extent of the actual work performed. Compensation will not be paid for work that is de minimis.</p>
------	--	---

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

UN-8	<b>Duration</b>  Article 22, Section 2  (p. 112)	<b>The Parties agree to Article 22, Section 2 as follows:</b>  Section 2. This Agreement shall remain in full force and effect without change and without reopening rights for any purpose by either party until 11:59 p.m. EDT April 11, <del>2030-2025</del> . This Agreement shall automatically renew itself as of 11:59 p.m. EDT April 11, <del>2030-2025</del> for a period of one (1) year and shall continue from year to year thereafter unless written notice of desire to terminate or to amend any provisions of this Agreement other than those contained in this Article is given by either party to the other not less than sixty (60) nor more than ninety (90) days prior to April 11, <del>2030-2025</del> , or to April 11 of succeeding years, in which event this Agreement shall be open, effective as of 11:59 p.m. EDT of April 11, <del>2030-2025</del> , or of April 11 of succeeding years, for termination or amendments as the notice may indicate. If such notice of desire to terminate or amend this Agreement is given, negotiations for a new or amended Agreement shall begin no later than fifty (50) days prior to April 11, <del>2030-2025</del> , or on April 11 of succeeding years, and shall continue until an agreement has been reached. During such negotiations, this Agreement shall remain in full force and effect, provided, however, that if an agreement has not been reached by 11:59 p.m. EDT April 11, <del>2030-2025</del> , or on April 11 of succeeding years, the Company or the Union may at any time thereafter give ten (10) days' written notice to the other of intent to terminate this Agreement, and upon expiration of such ten-day period, this Agreement shall terminate.
UN-9	<b>Laboratory Work</b>  Supplemental Agreement #1  (p. 115)	<b>[The Parties agree, in Orlando, the Company and Union Bargaining Committee will meet on a monthly basis to review and discuss business agenda topics]</b>
UN-10	<b>Surge Support</b>  Supplemental Agreement #6  (p. 123-124)	<b>The Parties agree to modify Supplemental Agreement #6 Surge Support as follows:</b>  [...] <p>The Company shall provide the Union with a seven (7) calendar day prior notice, when practicable, and opportunity to discuss prior to hiring temporary and/or part-time employees under this provision. <b>The Company and the Union agree to meet jointly, in advance of onboarding any contractors, to review the terms of the surge support agreement with the employees and leadership of the affected department.</b></p> [...]

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

UNE-1	<b>Parental Leave</b>  Article 6, Section 6  (p. 38)	<p><b>The Parties agree to modify Article 6, Section 6 as follows [This change shall be applied without any retroactivity as soon as administratively practicable, and will be applied on a going-forward basis only.]:</b></p> <p>Section 6. Parental Leave. An employee may request Parental Leave to bond with a newborn child(ren), a newly adopted child(ren), or a foster child(ren) that has been newly placed with the employee. <b>Employees may take up to one hundred and sixty (160) hours of Parental Leave in two (2) week increments</b> <del>may be taken in one (1) day increments up to forty (40) hours in a rolling calendar year.</del> The employee must give management forty-eight (48) hours' notice, or as soon as practicable, and provide appropriate documentation of the birth, adoption, or foster care placement of a new child(ren) to the Company or its designated vendor. Employees may also qualify for Family Medical Leave (FML) which will run concurrently with Parental Leave.</p> <p><b>[Upon an employee's return to work, an employee can contact the LM Employee Service Center to obtain all owed premium amounts.]</b></p>
UNE-3  DEN ULE-9	<b>Hours of Work</b>  Article 11, Section 3  (p. 59)	<p><b>The Parties agree to modify Article 11, Section 3 as follows:</b></p> <p>Section 3. Work Schedules. The current work schedules are as follows, except for employees engaged on operations which are normally classified as seven (7) day operations and other operations which are mutually agreed upon:</p> <p>[...]  <del>(d) Other mutually agreed upon schedules are identified in the Local Supplemental Agreements.</del> <b>The 3/12 work schedule shall consist of three (3) consecutive twelve (12) hour workdays, Friday through Sunday, with four (4) consecutive scheduled days off.</b>  [...]  <b>(f) Schedule premiums can be found in Article 16, Section 9.</b></p> <p>The Company shall notify the Union and affected employees forty-five (45) calendar days in advance of any group or department work schedule changes unless otherwise mutually agreed upon by the Company and Union. <b>In cases where the employee volunteers to change work schedules earlier than the forty-five day period and the Company is in agreement, the employee's request will be granted.</b> [...]</p>

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

UNE-4	<b>Paid Time Off</b>  Article 14, Section 17  (p. 74-75)	<b>The Parties agree to modify Article 14, Section 17 as follows:</b>  Section 17. Bereavement. An employee who is absent from work because of a death in their immediate family will be paid upon written application an allowance equivalent to their normally scheduled straight time hours of pay for up to forty (40) <b>compensated</b> hours immediately following the date of death or in conjunction with the memorial service. If death occurs during vacation or the Christmas holiday schedule, it will extend the vacation or Christmas holiday by forty (40) <b>compensated</b> hours. <b>The Company retains the right to request verification of the death and/or relationship to the employee to approve compensated hours.</b> The immediate family of the employee includes only spouse, parents, in loco parentis, stepparents, parents of spouse, spouse's stepparents, grandparents, great grandparents, great grandparents of spouse, child, great grandchild, stillborn child (with death certificate), brother, sister, half-brother, half-sister, stepbrother, stepsister, <b>spouse's stepbrother, spouse's stepsister</b> , grandchildren, stepchildren, spouse's grandparents, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step grandparent, step grandchild, step grandparent of spouse, and step grandchild of spouse.
UNE-6  UNE-14 / ORL UE-4a  UNE-15 / ORL UE-10	<b>Wages</b>  <b>Appendix F Premiums</b>  <b>Hiring Programs</b>  Article 16  (p. 78-81)	<b>The Parties agree to modify Article 16 as follows:</b>  Section 2. Wage Increase. Effective <del>retroactively to May 30, 2020</del> <b>June 28, 2025</b> , employees on active payroll or on an approved leave of absence <del>as of September 11, 2020</del> will receive a <del>3.0%</del> <b>4.0%</b> General Wage Increase applied to their base rate. <del>This wage increase shall be retroactive to May 30, 2020 through a supplemental wage payment for hours compensated from May 30, 2020 through September 25, 2020.</del>  Effective <del>May 29, 2021</del> <b>30, 2026</b> , employees on active payroll or on an approved leave of absence will receive a <del>3.0%</del> <b>4.0%</b> General Wage Increase applied to their base rate.  Effective <del>May 28, 2022</del> <b>29, 2027</b> , employees on active payroll or on an approved leave of absence will receive a <del>3.0%</del> <b>3.5%</b> General Wage Increase applied to their base rate.  Effective <del>May 27, 2023</del> <b>27, 2028</b> , employees on active payroll or on an approved leave of absence will receive a <del>3.0%</del> <b>3.5%</b> General Wage Increase applied to their base rate.  Effective <del>May 25, 2024</del> <b>26, 2029</b> , employees on active payroll or on an approved leave of absence will receive a <del>3.0%</del> <b>3.0%</b> General Wage Increase applied to their base rate.  Section 4. Promotion Pay. All employees who are promoted from a lower-graded job to a higher-graded job will <b>be subject to a review of the current employees in the classification performed exclusively by the Company to determine the proper promotion pay increase. The promotion pay increase will account for experience and skills in relation to the employees in the classification in which the employee is being promoted with the minimum rate</b> increase of

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

	<p>forty cents (\$.40) per hour for a one or two labor grade promotion and eighty cents (\$.80) per hour for a three or more labor grade promotion or the minimum of the new labor grade whichever is higher, providing said increase does not exceed the maximum of the labor grade rate range to which they are promoted. <b>Promotion pay rates determined through the review of the current employees in the classification are not subject to the grievance procedure. Counteroffers will not be considered.</b></p> <p><del>Section 5. Hired Below the Minimum. New employees may be hired at an hourly rate of \$1.00 below the minimum for the labor grade of the job to which assigned. Automatic progression shall apply as provided in Section 11(c) of this Article.</del></p> <p>Section 7. Working Downgrade. The Company <del>may</del> <b>will</b> maintain the higher wage rate of an employee while performing a job in a lower classification.</p> <p>Section 8. Shift Differential <b>Premiums</b>. All employees assigned to the second and third shifts will be paid a cash bonus for each hour worked on that shift of <del>sixty cents (\$.60)</del> <b>seventy-five cents (\$.75)</b> and <del>seventy cents (\$.70)</del> <b>one dollar (\$1.00)</b> per hour respectively. The said cash bonus shall be in addition to the employee's regular earnings including overtime.</p> <p>Section 9. <del>Seven Day Operator</del> <b>Schedule Premiums</b>. All employees assigned to seven (7) day operations will receive an additional <del>one dollar (\$1.00)</del> <b>one dollar and fifty cents (\$1.50)</b> per hour. <b>All employees assigned to 3/12 work schedule will receive an additional one-dollar (\$1.00) per hour and an eleven-and-one-tenth percent (11.1%) pay premium.</b></p> <p><b>[Denver 3/12 work schedule local supplemental agreements will be updated accordingly]</b></p> <p>Section 11. Automatic Rate Progression.</p> <p><del>(a) Effective July 8, 2017, Automatic Rate Progression increases shall be effective the pay period in January, April, July and October</del> <b>last Saturday in July</b> for all employees who are on the active payroll or on an approved leave of absence, and who are also below the maximum of their respective classification's rate range. <b>Effective the last Saturday in July 2025, the base rate of pay shall be increased one dollar and twenty-five cents (\$1.25) per hour (or such lesser amount as is necessary to bring the rate to the maximums) until the employee reaches the maximum for the classification. Effective the last Saturday in July for all following years, the base rate of pay shall be increased fifteen cents (\$.15) one dollar (\$1.00) per hour on the above dates (or such lesser amount as is necessary to bring the rate to the maximums) until the employee reaches the maximum for the classification.</b></p> <p><del>(b) Classified employees who are promoted from one labor grade to another will be advanced in accordance with the progression set forth in Paragraph (a) of this Section.</del></p>
--	--

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

	<p><del>(c) Fractional increments of less than five cents (\$.05) which may be necessary to bring the employee to the maximum of their rate range under Paragraph (a) of this Section will be paid to the employee on their final progression, in addition to the fifteen cents (\$.15) twenty cents (\$.20) increment.</del></p> <p><del>(d) The automatic progression intervals shall run from and after any automatic increase.</del></p> <p><del>(e) New hires, as referred to in Section 5 of this Article, will be automatically increased at the rate of twenty five cents (\$.25) in accordance with the increase schedule set forth in Section 11(a) of this Article until they reach the minimum of the labor grade for the appropriate job classification. Thereafter, automatic progression shall occur as set forth in this Section.</del></p> <p>Section 12. Cost-of-Living Payments.</p> <p>Employees on the active payroll, including employees on an approved leave of absence, as of November <del>21, 2020</del> <b>22, 2025</b>, shall receive a <del>\$900</del> <b>\$1,000</b> lump sum payment payable December <del>4, 2020</del> <b>5, 2025</b>.</p> <p>Employees on the active payroll, including employees on an approved leave of absence, as of November <del>20, 2021</del> <b>21, 2026</b>, shall receive a <del>\$900</del> <b>\$1,000</b> lump sum payment payable December <del>3, 2021</del> <b>4, 2026</b>.</p> <p>Employees on the active payroll, including employees on an approved leave of absence, as of November <del>19, 2022</del> <b>20, 2027</b>, shall receive a <del>\$900</del> <b>\$1,000</b> lump sum payment payable December <del>2, 2022</del> <b>3, 2027</b>.</p> <p>Employees on the active payroll, including employees on an approved leave of absence, as of November 18, <del>2023</del> <b>2028</b>, shall receive a <del>\$900</del> <b>\$1,000</b> lump sum payment payable December 1, <del>2023</del> <b>2028</b>.</p> <p>Employees on the active payroll, including employees on an approved leave of absence, as of November <del>23, 2024</del> <b>24, 2029</b>, shall receive a <del>\$900</del> <b>\$1,000</b> lump sum payment payable December <del>6, 2024</del> <b>7, 2029</b>.</p> <p>These lump sum payments may be deferred <b>in five hundred dollar (\$500) increments, without Company matching contributions</b>, to the Performance Sharing Plan (PSP 401(k) Savings Plan) <b>and/or</b> the employee's Health Savings Account <del>for payments beginning in 2021</del>, upon completion and timely submittal of the appropriate form provided by the Company subject to applicable IRS Regulations and Plan provisions.</p>
--	--



**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

UNE-7b	<b>Benefits – Group Insurance</b>  Article 17, B  (p. 82-90)	<p><b>The Company modifies Article 17, B as follows [See Attachment C]:</b></p> <p>Section 1. Availability of Plans. Plan designs will be posted online. The CIGNA POS health plan design <del>is</del> available to employees hired prior to May 21, 2012, <del>will continue to be an available option during the term of the Agreement.</del> <b>The CIGNA POS health plan will be discontinued and no longer available as an option after December 31, 2027.</b> In the event the carrier eliminates the CIGNA POS plan <b>earlier than December 31, 2027</b>, the Company will be under no obligation to negotiate and/or offer a replacement plan. If the plan is eliminated <b>prior to December 31, 2027</b>, employees participating in the CIGNA POS plan will be given the option of selecting coverage from the remaining insurance plans offered by the Company.</p> <p>[...]</p> <p>Section 3: High Deductible Health Plans. Effective January 1, 2021, the Corporate-wide High Deductible Health Plans (HDHP) will be offered to all employees on the “same basis as” offered to non-bargaining unit employees including insurance offerings, vendors, plan designs, and any successors and/or additions.</p> <ol style="list-style-type: none"> <li>a. <b>Employees will receive a one-time Company contribution to a Health Savings Account (HSA) upon initial HDHP enrollment from the CIGNA POS plan. Employees not enrolled in the CIGNA POS plan on April 11, 2025 will not be eligible for this one-time contribution.</b></li> <li>b. <b>Upon initial HDHP enrollment from the CIGNA POS plan, the one-time Company contribution will be effective January 1, 2026, January 1, 2027, or January 1, 2028 dependent on initial HDHP enrollment.</b></li> <li>c. <b>The contribution for Employee Only coverage is \$1,250. The contribution for Employee Plus One or More coverage is \$2,500. Employees must open an HSA to receive the Company contribution. Such contribution will be deposited as soon as administratively practicable.</b></li> <li>d. <b>To be eligible for participation in the Health Savings Account (HSA), the employee’s Healthcare Spending Account (HCSA) needs to have a zero balance on December 31 of the year prior to initial HDHP enrollment. Otherwise, the employee must wait until the following April (after the HCSA grace period ends on March 15) to participate in the HSA.</b></li> </ol> <p>[...]</p> <p>Section 8. Supplemental Insurance.</p> <ol style="list-style-type: none"> <li>(a) Life Insurance – For employees who are actively at work on or after January 1, <del>2013</del> <b>2026</b>, the life insurance benefit will <del>be \$35,000</del> <b>one (1) times the employee’s annual base salary.</b></li> <li>(b) Accidental Death &amp; Dismemberment – Same as Life <b>Insurance</b> Schedule above.</li> </ol> <p>[...]</p>
--------	--	---

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

		<p>Section 10. Sickness and Accident. <b>For those employees away from work due to sickness or injury, Sickness and Accident benefits pay a weekly income (offset by income from other sources) during the period of disability, subject to all provisions in the Summary Plan Description.</b> For employees who are active at work or who are on sick leave on or after January 1, 2021 the weekly benefit amount will be 50% of earnings.</p>								
UNE-7c	<p><b>Benefits – Pension Plans</b></p> <p>Article 17, C</p> <p>(p. 91-98)</p>	<p><b>The Company modifies Article 17, C as follows [See Attachment C]:</b></p> <p>Section 2. Medicare Part B. For employees who retire from active service with 10 years or more of credited service on or after January 1, 2018, and for surviving spouses of employees who retire or are eligible to retire from active service with 10 years or more of credited service on or after January 1, 2018, upon attainment of age 65, the monthly Medicare Part B reimbursement will be <del>\$90</del><b>\$100</b>.</p> <p>[...]</p> <p>Section 4. Retiree Life Insurance. Effective January 1, 2013 <b>2026</b> retiree life insurance will be <del>increased from \$1,000 to \$3,000</del><b>\$5,000 for those retiring on or after the date of this contract.</b></p> <p>[...]</p> <p>Section 8. Pension Plan. Lockheed Martin Corporation, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) agree that the Lockheed Martin Aerospace Pension Plan for Employees in the Bargaining Unit, as amended January 1, 2008, shall be further amended effective July 31, <del>2020</del><b>2025</b> as follows:</p> <p>(a) Increase in Pension Rate for Retirements from Active Service – For employees who retire from active service on or after July 31, <del>2020</del><b>2025</b> with a normal, early, early with LISA, or total and permanent disability retirement, the pension rate as provided for in NORMAL RETIREMENT BENEFIT of the Plan, will be indicated below, according to the date of retirement:</p> <table><tr><td><u>Date of Retirement</u></td><td><u>Pension Rate</u></td></tr><tr><td>On or after July 31, <del>2020</del><b>2025</b></td><td><del>\$88.00</del><b>\$93.00</b></td></tr></table> <p>(b) Increase in Pension Rate for Vested Benefits – For employees who terminate from active service on or after July 31, <del>2020</del><b>2025</b> with a vested right to a deferred pension, the pension rate will be as follows based on the date of termination.</p> <table><tr><td><u>Date of Termination</u></td><td><u>Pension Rate</u></td></tr><tr><td>On or after July 31, <del>2020</del><b>2025</b></td><td><del>\$88.00</del><b>\$93.00</b></td></tr></table> <p>(c) Supplemental Pension Benefits – For employees who retire from active service within the terms of SPECIAL EARLY RETIREMENT BENEFIT, and DISABILITY RETIREMENT, of the Plan on or after July 31. <del>2020</del><b>2025</b></p>	<u>Date of Retirement</u>	<u>Pension Rate</u>	On or after July 31, <del>2020</del> <b>2025</b>	<del>\$88.00</del> <b>\$93.00</b>	<u>Date of Termination</u>	<u>Pension Rate</u>	On or after July 31, <del>2020</del> <b>2025</b>	<del>\$88.00</del> <b>\$93.00</b>
<u>Date of Retirement</u>	<u>Pension Rate</u>									
On or after July 31, <del>2020</del> <b>2025</b>	<del>\$88.00</del> <b>\$93.00</b>									
<u>Date of Termination</u>	<u>Pension Rate</u>									
On or after July 31, <del>2020</del> <b>2025</b>	<del>\$88.00</del> <b>\$93.00</b>									

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

		<p>the temporary supplemental pension rate and the maximum monthly temporary supplemental benefit shall be <del>\$88.00</del> <b>\$93.00</b> and <del>\$2,200.00</del> <b>\$2,325.00</b>, respectively.</p> <p>(d) Applicability – Except as provided in Paragraph 2, the reference to employees in this Agreement shall mean those employees who, on or after July 31, <del>2020</del><b>2025</b> are actively on the payroll of the Company and those who, on July 31, <del>2020</del><b>2025</b> are either on layoff with recall rights or on sick leave or union leave, and only those employees. The reference to employees in Paragraph 2, shall mean only those employees who, on or after July 31, <del>2020</del><b>2025</b> are actively on the payroll of the Company, and only those employees. Employees hired on or after January 1, 2008 will not be eligible to participate in the Lockheed Martin Aerospace Pension Plan.</p> <p>(e) <b>Level Income Special Allowance (LISA)</b> – For <b>covered</b> employees who qualify and retire from active service on or after July 31, <del>2017</del><b>2025</b> the LISA is <del>\$675</del> <b>\$700</b>.</p>
UNE-7d	<p><b>Performance Sharing Plan (PSP)</b></p> <p>Article 17, D</p> <p>(p. 99-100)</p>	<p><b>The Company modifies Article 17, D as follows [See Attachment C]:</b></p> <p>D. Performance Sharing Plan (PSP). As soon as administratively practicable <del>but no later than January 18, 2024</del>, the Company will modify the Performance Sharing Plan (PSP) for members of Locals <del>738</del>, 766, and 788 <b>as noted below</b>. Features of the plan will include but not be limited to:</p> <ul style="list-style-type: none"> <li>• <b>(1) Eligibility – immediate.</b></li> <li>• <b>(2) Automatic Enrollment – Effective January 1, 2026, employees hired or rehired will be automatically enrolled in the PSP with a 3% before-tax contribution of eligible weekly base pay. Automatic enrollment is effective 30 days from the hire or rehire date. Employees have 30 days from date of hire or rehire to opt out before contributions begin.</b></li> <li>• <b>(3) Contributions – 1% increments, subject to the PSP maximum (currently 40% before tax and/or after-tax basis) and subject to IRS maximums with a total of 25% can be on a before tax and/or after tax basis.</b></li> <li>• <b>(4) The Company will match 50% of the first 8% of weekly eligible base pay contributions.</b></li> <li>• <b>(5) The Company will contribute 6% of eligible weekly base pay into the Savings Plan for employees hired or rehired on or after January 1, 2008. Employees eligible for the Lockheed Martin Aerospace Pension Plan for Employees are not eligible for the 6% contribution.</b></li> <li>• <b>(6) Base Pay – Base wages includes regular pay, pay for holidays, pay while on vacation, and pay for paid absence allowance. It also includes lump sum merit payments given in lieu of pay increases and before-tax</b></li> </ul>

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025

**Memorandum of Agreement**

		<p>contributions for flexible benefits or fringe benefit plans. Base pay does not include overtime, incentive compensation, bonuses, commissions, rate guarantees, severance, relocation pay, lump sum payments in lieu of vacation pay, variable rate compensation, shift differentials, or other special pay.</p> <ul style="list-style-type: none"><li>• <b>(7) Funds</b> – It is the intent of the Company to provide a plan that offers a reasonable range of investment opportunities. Should the number or type of investment options change, Union officials will be notified.</li><li>• <b>(8) Investment changes:</b><ul style="list-style-type: none"><li><b>(a)</b> Change investment election for future Company contributions any time.</li><li><b>(b)</b> The Plan provides for various investment transfer and reallocation options.</li><li><b>(c)</b> Investment transfers or reallocation options will not be changed without prior notification to Union officials.</li></ul></li><li>• <b>(9) Loan provision</b> – up to 50% of the account balance or \$50,000 minus the highest loan balance in the past 12 months, whichever is less.</li><li>• <b>(10) Vesting</b> – immediate.</li></ul>
--	--	--

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

CE-1	<b>Medical Leave of Absence</b>  Article 6, Section 2  (p. 36)	<p><b>The Parties agree to modify Article 6, Section 2 as follows:</b></p> <p>Section 2. Medical Leaves of Absence. It is recognized by the Union that the Company's interest lies in reducing excessive absenteeism no matter what its cause may be. However, the Company recognizes that employees may be absent for extended periods of time as a result of disability due to sickness, accident or pregnancy. In such cases, <b>a medical</b> leaves of absence shall be granted for a period not exceeding one (1) year or the employee's length of continuous service at the time the leave began, whichever is less. Absences during such time will qualify for Company-subsidized health insurance at active rates. Additionally, at the conclusion of the one (1) year leave of absence, an extended medical leave of absence may be granted for a period not exceeding four (4) years or the employee's length of continuous service at the time the original leave of absence began, whichever is less. Absences during such time will not qualify for Company-subsidized health insurance. In the event an employee is granted a leave of absence within three months of their return from a leave as described herein, such leave shall be considered as an extension of the previous leave. However, if another leave of absence is granted during such three months for a disability entirely unrelated to the causes of the previous disability, the leave will be considered a new period of absence.</p> <p>Leaves of absence for relatively short periods shall be granted for temporary illness or non-compensable disability.</p> <p>Leaves of absence shall be subject to check by the Company's Medical Provider.</p> <p>A leave of absence under this Section shall be defined as a continuous absence of <del>one work week or more</del> <b>than three working days</b>, or as determined by the Summary Plan Description.</p> <p>Length of continuous service shall accrue during such leaves of absence.</p>
------	---	--

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

CE-3	<b>Holiday Pay</b>  Article 14, Section 12  <p>(p. 72-73)</p>	<p><b>The Parties agree to modify Article 14, Section 12 as follows:</b></p> <p>Section 12. Holiday Pay.</p> <p>(a) Employees on the active payroll of the Company shall be paid for their regularly scheduled hours at straight time pay. Holiday schedules will be determined locally <b>and by schedule</b> for each business unit.</p> <p>Holiday Pay will include <del>shift differential</del> <b>all premiums currently being received by the employee.</b></p> <p>There shall be no pay for holidays when a holiday falls within a leave of absence.</p> <p>In the event a business unit locally revises its salary holiday schedule to include additional holiday(s), the respective bargaining unit holiday(s) will be adjusted to include the additional day(s). The Union locally will be notified of any adjustments to its holiday schedule.</p> <p>(b) Employees who are authorized to work on <del>said a</del> holiday, and who work, will be paid in addition to the holiday pay as provided in Section 12(a) double the regular basic straight time rate of pay for authorized work performed.</p>
CE-4	<b>Lump Sum Bonus</b>  Article 16, Section 1  <p>(p. 78)</p>	<p><b>The Parties agree to modify its proposal to Article 16, Section 1 as follows:</b></p> <p>Section 1. Lump Sum Bonus.</p> <p>Employees on the active payroll or an approved leave of absence as of <del>September 11, 2020</del> <b>May 23, 2025</b> will be eligible to receive a <del>\$2,000</del> <b>\$3,000</b> lump sum payment. This payment will be paid to employees on <del>October 16, 2020</del> <b>June 27, 2025</b> following ratification <b>no later than May 30, 2025.</b></p> <p>Lump sum bonus may be deferred <b>in five hundred dollar (\$500) increments, without Company matching contributions,</b> to the Performance Sharing Plan (PSP 401(k) Savings Plan) <b>and/or the employee's Health Savings Account (HSA),</b> upon completion and timely submittal of the appropriate form provided by the Company <b>subject to applicable IRS Regulations and Plan provisions.</b></p>
CE-5	<b>ULP Withdrawal</b>	<p><b>The Union agrees to withdraw all ULPs associated with this negotiation and strike.</b></p>

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

<p>DEN CLE-5</p>	<p><b>Employee Advancement</b></p> <p>Supplemental Agreement</p> <p>(p. 115-116)</p>	<p><b>The Parties agree to modify Denver Local Supplemental Agreement – Seniority Unit 1-4 and 6 Employee Advancement as follows:</b></p> <p><del>SUPPLEMENTAL AGREEMENT – SENIORITY UNIT 1-4 AND 6 EMPLOYEE ADVANCEMENT</del></p> <p><del>Seniority Unit 1, 2, 3, 4, &amp; 6 “Associate Status” and Advancement:</del></p> <p>The following applies to <del>all employees in Seniority Unit 1, 2, 3, 4, and 6:</del> All positions in <del>Seniority Units 1, 2, 3, 4 and 6</del> will have “associate” and “standard” status. For the purposes of the collective bargaining agreement, employees in either “associate” or “standard” status will be treated as holding the same job classification.</p> <p>(1) All new hires <del>in the above Seniority Units</del> will first be designated as “associate” status.</p> <p>(2) An employee in “associate” status shall be eligible for an advancement to “standard” status after eighteen (18) months of union seniority.</p> <p style="padding-left: 40px;">a. Advancement to “standard” status for eligible employees will be <del>reviewed</del> <b>effective the first Saturday</b> on a quarterly basis in March, June, September, and December.</p> <p style="padding-left: 40px;">b. Employees who advance from “associate” status to “standard” status shall receive a one-time base rate increase of \$0.60 per hour above their rate or to the maximum of the range, whichever is less, upon advancement. Advancement to “standard” status does not constitute a promotion.</p> <p style="padding-left: 40px;">c. Employees with active discipline at the verbal reprimand level or higher, will not be considered for advancement to “standard” status until such time the discipline is no longer considered for the purposes of further disciplinary action per Article 20, Section 2 and/or the Attendance Control Program.</p> <p>(3) Should an employee transfer to another job within <del>the bargaining unit Units 1, 2, 3, 4, and 6</del>, prior to advancing to “standard” status, the employee shall receive credit towards the eighteen (18) month timeframe for advancement for the time spent in the job held prior to their transfer.</p> <p>(4) In no event shall an employee receive more than one advancement in the duration of their employment. Should an employee leave the bargaining unit or Company after advancing to “standard” status, the employee shall not be eligible for any additional advancements upon transfer back to the bargaining unit or rehire.</p> <p>(5) Current Seniority Unit <del>1, 2, 3, 4, and 6</del> <b>5</b> employees with eighteen (18) months or more of union seniority on active payroll or approved leave of absence as of contract ratification will be advanced to “standard” status effective <b>June 7, 2025</b> <del>October 3, 2020</del>, unless the employee has active disciplinary action on their record at the verbal reprimand level or above per 2c, above. Employees at the maximum of the rate range as of <b>June 7, 2025</b> <del>October 3, 2020</del>, shall receive a one-time</p>
----------------------	--	---

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

		lump sum bonus of \$1,250, subject to applicable taxes and withholdings, provided the employee does not have active disciplinary action per 2c, above. Employees between \$0.01 and \$0.59 from the maximum of the rate range as of <b>June 7, 2025</b> <del>October 3, 2020</del> shall be brought to the rate range maximum and receive a one-time lump sum bonus of \$500, subject to applicable taxes and withholdings, provided the employee does not have active disciplinary action per 2c, above.																		
DEN CLE-6	<b>Denver Equity</b>	<p><b>The Parties agree to a one-time market adjustment as follows:</b></p> <p>Employees on the active payroll, including employees on an approved leave of absence, as of May 23, 2025 whose hourly base rate (excluding any pay premiums) is less than \$25.00 per hour shall receive a one-time market adjustment of forty cents (\$0.40) per hour to their hourly base rate or to an hourly base rate of \$25.00 per hour, whichever is less, effective as soon as administratively practicable following contract ratification.</p>																		
DEN ULE-3	<b>Rate Structures</b>  Denver Appendix B  (p. 11-15)	<p><b>The Parties agree to modify Rate Structures as reflected in Denver Local Rate Structure: Attachment E.</b></p>																		
DEN CLE-1	<b>Holiday Schedule</b>  Supplemental Agreement  (p. 44-45)	<p><b>The Parties agree to remove Supplemental Agreements: Holiday Schedule, 9/80 A Track Holiday Schedule, 9/80 B Track Holiday Schedule, 4/10 A Track Holiday Schedule, 4/10 B Track Holiday Schedule, and 3x12 Track Holiday Schedule and replaces with new Supplemental Agreement – Holiday Schedule as reflected in Attachment C.</b></p> <p><b>[The Parties agree Memorial Day 2025 holiday will be removed from previously passed Holiday Schedule Attachment]</b></p>																		
DEN CLE-2	<b>9/80 Agreement</b>  Supplemental Agreement  (p. 47)	<p><b>The Parties agree to modify the Supplemental Agreement – 9/80 Agreement as follows:</b></p> <p>[...]</p> <p>7. Total Holiday hours for the contract will be equalized. In order to equalize holiday hours, each employee assigned on the “A track” or “B track” for the entirety of the contract year will be credited additional hours of vacation as indicated by the tables below.</p> <table border="1"> <thead> <tr> <th>Contract Year</th><th>9x80A Credited Vacation Hours</th><th>9x80B Credited Vacation Hours</th></tr> </thead> <tbody> <tr> <td>1</td><td>80</td><td>87</td></tr> <tr> <td>2</td><td>79</td><td>88</td></tr> <tr> <td>3</td><td>70</td><td>77</td></tr> <tr> <td>4</td><td>70</td><td>77</td></tr> <tr> <td>5</td><td>80</td><td>60</td></tr> </tbody> </table> <p>[...]</p>	Contract Year	9x80A Credited Vacation Hours	9x80B Credited Vacation Hours	1	80	87	2	79	88	3	70	77	4	70	77	5	80	60
Contract Year	9x80A Credited Vacation Hours	9x80B Credited Vacation Hours																		
1	80	87																		
2	79	88																		
3	70	77																		
4	70	77																		
5	80	60																		



**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

DEN CLE-3	<b>4/10 Agreement</b>  Supplemental Agreement  (p. 62)	<b>The Parties agree to modify the Supplemental Agreement – 4/10 Agreement as follows:</b>  [...]  8.Total Holiday hours for the contract will be equalized. In order to equalize holiday hours, each employee assigned to 4/10A or 4/10B for the entirety of the contract year will be credited additional hours of vacation as indicated by the tables below. <table><tr><td>Contract Year</td><td>4/10A Credited Vacation Hours</td><td>4/10B Credited Vacation Hours</td></tr><tr><td>1</td><td>6 8</td><td>6 0</td></tr><tr><td>2</td><td>6 16</td><td>26 6</td></tr><tr><td>3</td><td>6 6</td><td>26 26</td></tr><tr><td>4</td><td>6 6</td><td>46 16</td></tr><tr><td>5</td><td>0 0</td><td>6 16</td></tr></table> [...]	Contract Year	4/10A Credited Vacation Hours	4/10B Credited Vacation Hours	1	6 8	6 0	2	6 16	26 6	3	6 6	26 26	4	6 6	46 16	5	0 0	6 16
Contract Year	4/10A Credited Vacation Hours	4/10B Credited Vacation Hours																		
1	6 8	6 0																		
2	6 16	26 6																		
3	6 6	26 26																		
4	6 6	46 16																		
5	0 0	6 16																		
DEN CLE-4	<b>3x12 Work Schedule</b>  Supplemental Agreement  (p. 75)	<b>The Parties agree to modify the Supplemental Agreement – 3x12 Work Schedule as follows:</b>  [...]  10. Total Holiday hours for the contract will be equalized. In order to equalize holiday hours, each employee assigned to 3x12 for the entirety of the contract year will be credited additional hours of vacation as indicated by the table below. Any employee transferring work schedules in accordance with this provision shall have “holiday” hours equalized based on total “holiday” hours negotiated for the contract 75 period. Adjustments to equalize hours will be made to the employee's vacation account. <table><tr><td>Contract Year</td><td>3x12 Credited Vacation Hours</td></tr><tr><td>1</td><td>0 18</td></tr><tr><td>2</td><td>0 6</td></tr><tr><td>3</td><td>0 6</td></tr><tr><td>4</td><td>6 0</td></tr><tr><td>5</td><td>26 26</td></tr></table> [...]	Contract Year	3x12 Credited Vacation Hours	1	0 18	2	0 6	3	0 6	4	6 0	5	26 26						
Contract Year	3x12 Credited Vacation Hours																			
1	0 18																			
2	0 6																			
3	0 6																			
4	6 0																			
5	26 26																			
DEN CL-1 / ULE-15	<b>Snow Removal</b>  Supplemental Agreement  (p. 24)	<b>[The Company agrees to pay the annual snow removal bonus in year 1 as soon as administratively practicable].</b>																		

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

ORL CHK-3	Supplemental Agreement #10	<p><b>The Parties agree to modify Supplemental Agreement #10 as follows:</b></p> <p><b>[Update to reflect ratification date]</b></p> <p>It is understood that this meeting is for discussion purposes only and the Collective Bargaining Agreement of <del>September 12, 2020</del> <b>April 12, 2025</b>, will remain in full force and effect regardless of the outcome of the above discussions.</p>
ORL UE-1	Appendix "C"	<p><b>[The Parties agree to utilize Supplemental Agreement #18, Training Teams. The parties will hold a joint meeting no later than August 21<sup>st</sup> to discuss a training matrix, potential process improvement initiatives, and evaluate formalized training to support production.]</b></p>
ORL UE-3	<p><b>Wage Structures</b></p> <p>Appendix "F"</p> <p>(p. 7)</p>	<p><b>The Parties agree to modify Rate Structures as reflected in Orlando Local Rate Structure: Attachment D.</b></p>
ORL UE-5	<p><b>Compression Adjustments</b></p> <p>Appendix "F"</p> <p>(p. 8)</p>	<p><b>The Parties agree to modify the following language:</b></p> <p><b>[Date for implementation will be after the rate range movement, before GWI]</b></p> <p><b>[Update April 12, 2025 effective date to reflect new date of contract]</b></p> <p>COMPRESSION ADJUSTMENTS</p> <p>Effective <del>May 30, 2020</del> <b>April 12, 2025</b>, employees on the active payroll in Labor Grade 1 positions shall receive a <b>\$0.50</b> compression adjustment <del>not to exceed the rate range maximum.</del></p> <p>Effective <del>May 30, 2020</del> <b>April 12, 2025</b>, employees on the active payroll in Labor Grade 2 through Labor Grade 6 shall receive a <b>\$0.25</b> compression adjustment <del>not to exceed the rate range maximum.</del></p>
ORL CN-3	<p><b>Holiday Schedule</b></p> <p>Supplemental Agreement #28</p>	<p><b>[The Parties agree Memorial Day 2025 holiday will be removed from previously passed Holiday Schedule Attachment C]</b></p>

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

**Attachment A**

**LOCKHEED MARTIN – UAW**

**SUBSTANCE ABUSE TESTING AND  
REHABILITATION PROGRAM**

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

**CONTENTS**

	<b><u>PAGE</u></b>
OBJECTIVE .....	3
LOCAL SUBSTANCE RECOVERY COMMITTEE .....	4
CONTRACTUAL IMPLICATIONS AND ADMINISTRATION.....	5
REFERRAL PROCESS.....	5
ALCOHOL – DRUG TESTING AND REHABILITATION .....	6
DEFINITIONS .....	12
EDUCATION AND TRAINING.....	13
TREATMENT COORDINATOR.....	14
CONFORMITY TO LAW.....	15
OVERSIGHT COMMITTEE.....	15

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**LOCKHEED MARTIN CORPORATION**

**and**

**UAW**

**SUBSTANCE ABUSE TESTING AND REHABILITATION PROGRAM**

**OBJECTIVE**

The objective of this joint effort by Lockheed Martin and the International Union, UAW is to help employees who become afflicted with alcoholism, drug dependency, or addiction. It is designed to establish a system for early identification of the dependency problem and referral of that employee for appropriate treatment and concerned follow-up care. Furthermore, this policy defines alcohol and drug testing practices to provide an alcohol and drug-free workplace/work force for all employees.

- A. Both the Company and the Union recognize that drug and alcohol abuse create serious problems for workers, their families, the workplace and the community and that the cooperative and constructive effort by the parties is needed to overcome the impact of drug and alcohol abuse on safety, security, productivity, quality of work and morale.
- B. Under the Drug-Free Workplace Act of 1988, Lockheed Martin Corporation, as a primary defense contractor, is subject to Department of Defense (DOD) policies, procedures and regulations. The parties, therefore, have a duty and obligation to ensure the establishment and maintenance of a workforce that remains drug free and herein express their determination to provide a drug free work environment. This effort includes the establishment of a joint Substance Abuse Testing and Rehabilitation program and includes the enforcement of reasonable rules and regulations regarding drugs and alcohol.
- C. Employees in job classifications that are not covered in this Agreement of Cooperation as being safety sensitive or security sensitive shall not be required to submit to preventive drug testing.

**LOCAL SUBSTANCE ABUSE RECOVERY COMMITTEES**

Lockheed Martin and the International Union agree to the formation of Local Substance Abuse Recovery Committees (hereinafter referred to as "The Local Committees") at Company locations. These committees, if convened at the request of either Lockheed Martin or the Union, will be comprised of no more than two (2) representatives appointed by local management and two (2) representatives appointed by the Union. These representatives will work cooperatively outside the Problem/Grievance procedure on alcohol and drug abuse problems. The responsibilities of these Local Committees include the following:

- A. Create an environment free of the social stigma associated with seeking treatment for substance abuse.
- B. Develop ways whereby the disease is identified in its early stages, and whereby the employee is encouraged to obtain treatment without delay. It is recognized that the employee can be dealt with most effectively on a cooperative Management-Union basis.

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

- C. Help the employee understand that ~~he~~ **they** may consult on a confidential basis with Members of the Local Committee, the Company Employee Assistance Program (EAP) office or medical director, or an outside qualified facility or agency concerning his problem without fear of disciplinary action based on such discussion.
- D. Employees and others who may be involved may contact the Lockheed Martin Employee Service Center (LMESC) to understand, the extent to which recommended treatment qualified for payment under Company insurance programs.

**CONTRACTUAL IMPLICATIONS AND ADMINISTRATION**

- A. Nothing in this Statement is to be interpreted as constituting any waiver of Management's responsibility to maintain discipline or the right to invoke disciplinary measures in the case of misconduct, which may result from or be associated with the use of alcohol or drugs. The Union may exercise its rights to process problems/grievances concerning such matters in accordance with the provisions of the Lockheed Martin UAW Agreement.
- B. During or following treatment, the employee should not expect any special privileges or exemptions from standard personnel practices.
- C. When time off or a leave of absence is necessary for an employee to undergo voluntary treatment in an appropriate facility in accordance with the Program and when the employee's seniority has not been broken, the employee will be granted a medical leave of absence based upon completion of Company process. Employees will be eligible for benefits in accordance with Company insurance plans.

**REFERRAL PROCESS**

- A. Self or family referral – An employee or family member may call the EAP office directly for information or to schedule an appointment to discuss a personal problem. Self-referral is desired as it usually reflects the individual may not recognize the problem.
- B. Supervisor or Union Representative Referral – When an employee's job performance or behavior is unsatisfactory and the employee is unable or unwilling to correct the problem with normal supervisory assistance, a problem of substance abuse or chemical dependency may be the cause. In such instances, the supervisor or appropriate Union Representative should refer the employee to the EAP office. The Supervisor or Union Representative should refrain from attempting to diagnose the nature of the substance abuse problem and from recommending specific treatment while assisting in the referral process. Assessment, diagnosis and referral for specific care is the responsibility of qualified professionals. When in doubt as to whether an employee's unsatisfactory job performance or behavior is caused by substance abuse or chemical dependency, consult the Company Medical Department.
- C. Confidentiality of the Program – The highest level of confidentiality is assured when an employee uses the Program. Medical and EAP records pertaining to drug or alcohol use are confidential and access to such records shall be in accordance with existing policy and any Government Regulations that may apply. Program case records will be maintained in a secure manner, separate and apart from other employee personnel records.

**ALCOHOL – DRUG TESTING AND REHABILITATION**

**I. Volunteers**

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025

**Memorandum of Agreement**

- A. An employee may voluntarily seek help for a drug or alcohol related problem. An employee's decision to voluntarily seek help shall not be used as a basis for disciplinary action against the employee provided that the employee requests help through the EAP prior to being sent to Medical for a drug test which subsequently tests positive and the employee successfully completes an approved rehabilitation program as attested by EAP Treatment Coordinator and/or the Company Medical Review Officer. The employee will be offered a second opportunity for rehabilitation if ~~he~~ **they** requests such, or if the EAP Treatment Coordinator recommends the second opportunity. Upon being granted the second opportunity, the employee will be subject to unannounced and unscheduled alcohol or drug test for a period of two (2) years.

**II. Preventive Alcohol and Drug Testing**

- A. Preventive testing serves as a deterrent to the abuse of alcohol or illegal drugs by employees and as a demonstration of the Company's commitment to the public and to our customers to maintain a drug free workplace. Selection for testing will be on a non-biased system and testing will be conducted at unscheduled and unannounced times.

- B. The following activities will be subject to the preventive drug testing program.

1. Safety Sensitive Positions

- a. Employees involved in the following activities will be subject to testing since impairment could cause serious injury or death to the employee or to fellow employees.
- (i) Mobile equipment operators such as truck drivers, forklift operators and power truck operators (See Attachment).
  - (ii) Employees who are assigned to the assembly, storage, handling and transportation of explosives or support personnel working in close proximity (See Attachment).
  - (iii) Employees directly involved in the operation of chemical processing tanks utilizing acids and caustics. (See Attachment)
  - (iv) Employees engaged in rigging or the operation of overhead bridge cranes or boom cranes or high-rise platform operations. (See Attachment)

- b. A number not to exceed 30% of the employees in the "Safety Sensitive" pool will be tested annually.

2. Security Sensitive Positions

- a. Employees involved in sensitive positions involving the safeguarding of national security interests will also be subject to the preventive drug testing program.
- (i) Employees with DOD top secret and DOD secret clearances and employees on special access programs (SAR).
  - (ii) Employees with Extended Background Investigations (EBIs).

3. Any other requirements issued by the Department of Defense, Department of Transportation or other Local, State, or Federal regulatory agencies.

C. Any employee included in the preventive testing program, who refuses to consent to an alcohol or drug test will be subject to disciplinary action up to and including discharge.

- D. All positive tests will be reviewed by a Medical Review Officer to assure integrity of the test by further medical interpretation and evaluation prior to any rehabilitative or disciplinary actions.

E. Confirmed Positive Test Results:

- 1. An employee who tests positive will be
  - a. Removed from his job

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025

**Memorandum of Agreement**

- b. Required to submit to the Employee Assistance Program (EAP) and must follow the professional recommendation of the Treatment Coordinator.
- c. Required to complete an adverse information report with Security.
- 2. Will be permitted to return to work
  - a. Upon initiation of counseling or rehabilitation, as required.
  - b. Upon Completion of a return to duty drug test that is either negative or at reduced levels acceptable to the EAP treatment center
  - c. When approved by the Company Medical doctor.
  - d. Will be required to attend any prescribed aftercare programs and will be subject to unannounced and unscheduled alcohol or drug tests for a period of one (1) year.
  - e. The assignment to which the employee is returned will be subject to applicable security regulations.
- 3. An employee who tests positive a second time will be given another opportunity at rehabilitation as outlined in 1 & 2 above with the exception that they will be subject to unannounced and unscheduled alcohol or drug test for two (2) years.
- 4. An employee who tests positive a third time or does not comply with the requirements of the prescribed aftercare program will be terminated.

**III. For Cause Testing for Alcohol and Drugs**

- A. The Company may not give or require any employee to submit to a “for cause” test for alcohol or drugs as a condition of employment without reasonable cause. Reasonable cause shall be defined as those circumstances, based on objective evidence about the employee’s conduct in the workplace that would cause a reasonable person to believe that the employee is demonstrating signs of impairment due to alcohol or drugs. Examples of objective evidence include an employee showing signs of impairment such as difficulty in maintaining balance, slurred speech, erratic or atypical behavior, smell of alcohol or marijuana, detection of paraphernalia related to alcohol and/or illegal drugs, or detection of alcohol/illegal drugs/prescription drugs not prescribed for the individual and prohibited by this Policy on Company premises or the individual.
- B. When the Company has reasonable cause to believe that an employee is demonstrating signs of impairment, the employee is to be escorted to the Medical Department for evaluation by a medical professional. A management official who observes such signs of impairment shall complete written documentation of the observed signs of impairment. Such documentation will be made available to appropriate Union Representatives and Union Representation will be made available if requested by the employee. Union representatives must in no way impede or delay the testing process.
  - C. If judged appropriate by a medical professional, after assessment of the employee, a test for alcohol shall be conducted and/or a urine specimen for drug testing shall be required. An employee’s visit to the Medical Department will be conducted in a manner consistent with any other medical condition, i.e., privacy, confidentiality of records, etc. Alcohol and drug testing may be performed through an offsite medical facility. Transportation to an offsite medical facility for alcohol and drug testing will be provided by the Company.
  - D. In the event a Company location does not have a Medical Department, or has a Medical Department which is not staffed when the employee is escorted to it for evaluation, a trained management official or Security Services Shift Commander/Duty Officer or designee will determine whether the employee should be escorted to an off premises medical clinic for evaluation by a medical professional. A record of the observed signs of impairment will be documented.



**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025

**Memorandum of Agreement**

- E. The test shall be conducted by a laboratory currently certified to meet the standards of the Mandatory Guidelines of Federal "Workplace Drug Testing Programs". Any initial positive result in a drug screen will be confirmed using gas chromatography and mass spectrometry (GC/MS) techniques at the NIDA cutoff values specified in such guidelines.
- F. An employee's refusal to consent to submit to such a test or who tests positive will be subject to disciplinary action.

**IV. Post Accident Testing**

- A. Testing may be administered after involvement in an accident/incident while performing job-related duties on or off Company property of the following individuals:
  - (i) Employees injured on the job if (a) the injury is serious enough to require medical treatment beyond first aid and (b) the injured employee's actions or omissions reasonably could have been a contributing factor to the accident/injury or
  - (ii) Employees whose actions or omissions reasonably could have been a contributing factor in the case of an accident involving only damage to Company property or assets in an amount reasonably estimated at the time of the accident to exceed \$2,000. When such damage occurs on Company property or while utilizing Company assets, the individual may be tested even if the accident is not work related (e.g. an accident occurring in a Company parking lot before or after an individual begins work, during lunch or any break from work/non-working time, etc.) or
  - (iii) Employees covered by the Agreement whose actions or omissions reasonably could have been a contributing factor to another individual's personal injury serious enough to require medical treatment beyond first aid

**V. Employment Testing**

- A. All recalls and reinstatements will be tested as part of the Company's pre-employment review program, prior to reinstatement if they have been off the active payroll for more than thirty (30) days. Employees will receive notification of this requirement at the time of layoff. In the event the recalled or reinstated employee tests positive, the matter will be processed as outlined in Section II E of this agreement. Should any recalled or reinstated employee refuse to submit to the test, their offer of recall or reinstatement will be withdrawn and the employee will lose all seniority rights.
- B. New hires and rehires will be tested under the Company's pre-employment Policies and Procedures, and are not subject to the provisions in this agreement.

**VI. Procedure**

**A. Drug Tested**

The laboratory will conduct testing for the presence of alcohol, drugs or drug metabolites from the following drug cases.

**Drug or Drug Metabolite**

Cocaine Metabolite	Amphetamine	Marijuana Metabolite
Phencyclidine (PCP)	Barbiturates	Opiates – Morphine
	Benzodiazepine	
	Propoxyphene	Alcohol
		Methadone

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025

**Memorandum of Agreement**

- B. A chain of custody will be established for specimen collection and test result processing to ensure specimen integrity and documentation. The chain of custody procedures shall be in compliance with the standards established by the U.S. Department of Health and Human Services (HHS).
- C. Drug testing will be by urinalysis and will be performed in two stages. In the first stage, an immunoassay is used to screen urine specimens for classes of drugs. In the second stage, any positive result found in the first stage will be confirmed using the tandem technique of gas chromatography/mass spectrometry (GC/MS) which positively identifies and quantifies the presence of a specific drug. No test result will be reported as a positive drug result unless both the initial tests and the confirming tests are positive and the Medical Review Officer has confirmed. Screening methodology may be modified consistent with FDA standards and practices. The Union would be notified in advance of any such changes in screening methodologies.
- D. Alcohol testing will be done by breathalyzer.
- E. The employee who is notified that his/her drug test results are positive may, within five working days of notification, request in writing that the original sample be re-tested.
- F. Retention of sample – all urine samples confirmed positive for drugs will be frozen by the testing laboratory and retained for two years.
- G. Notification – all individuals who test positive shall be so notified by the Company and given an opportunity to provide the Company any reason ~~he/she~~ **they** may have which would explain a positive alcohol or drug test, such as a valid prescription. If the individual provides a reasonable explanation that can be substantiated by the Company, that the positive alcohol or drug test result is due to factors other than the presence of alcohol or drugs in the test specimens, a positive test result will be disregarded and all records of the test result destroyed.
- H. Confidentiality – the identities of employees who have tested positive shall be limited to those persons having a need to know.

**DEFINITIONS**

- A. Alcohol Test – a scientifically valid test utilizing detectors to determine the percent (%) alcohol in the blood. The test is non-invasive and requires the test subject to exhale into the detector chamber. Upon request of the employee, simultaneously, blood will be used for confirmation. If a breathalyzer is inoperable or unavailable, a blood test will be used.
- B. A positive test for alcohol or drugs – means to have the presence of alcohol, a drug or a drug metabolite in an employee's system as determined by appropriate testing of a bodily specimen that is equal to or greater than the level specified below for the confirmation test as determined by the Department of Transportation (DOT). This shall be referred to as a "positive level," "prohibitive level," or "positive screen". If the DOT modifies its guidelines for drugs tested and levels, the new guidelines will be in effect immediately for the purpose of testing under this agreement.

Initial    Confirmation

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

	<u>Test Levels</u>	<u>Test Levels</u>
1. Amphetamine	1000 ng/ml	500 ng/ml
2. Marijuana Metabolite	50 ng/ml	15 ng/ml
3. Cocaine Metabolite	300 ng/ml	150 ng/ml
4. Opiates – Morphine	2000 ng/ml	2000 ng/ml
5. Phencyclidine (PCP)	25 ng/ml	25 ng/ml
6. Barbiturates	300 ng/ml	200 ng/ml
7. Benzodiazepine	300 ng/ml	300 ng/ml
8. Methadone	300 ng/ml	200 ng/ml
9. Propoxyphene	300ng/ml	200ng/ml
10. Alcohol	0.04*	0.04*

\*Percent Blood Alcohol Level

- C. Drug Tests – a multiple step urine test which involves an immunoassay screening method approved by the Food and Drug Administration and a confirmation by use of Gas Chromatography and Mass Spectroscopy (GC/MS).
- D. Discipline – means adverse actions taken for cause against an employee such as suspension without pay, a warning or discharge.
- E. Illegal Drug – means a controlled substance as defined by Section 802 (6) of Title 21 of the United States Code, the possession of which is unlawful under Chapter 13 of that Title or any of those substances subsequently included under the provision of Section 201(c) Controlled Substance Action, 21 U.S.C., S811 et. seq. The term “illegal drug” does not mean the use of controlled substance pursuant to a valid prescription or other uses authorized by law.

**EDUCATION AND TRAINING**

- A. The Company and the Union will publish a joint statement that the manufacturing, distribution, dispensation, possession, sale or use of any controlled substances or illegal drugs as defined by federal law in the workplace is prohibited. State and local initiatives legalizing the use of marijuana for medical and/or recreational purposes do not alter Lockheed Martin’s obligation as a federal contractor to maintain a drug-free workplace. This procedure applies to the use of all drugs that are illegal under state and/or federal law, including marijuana, which is a prohibited narcotic under the federal Controlled Substances Act.
- B. Management officials, medical professionals, selected Union officials, supervisors, plant security personnel and other selected employees are to be trained on the following issues:
  - 1. Employee Assistance Program (EAP):
    - a. Alcohol and drug abuse recognition, symptoms and effects.
    - b. Methods of visually identifying employees who may be subject to the effects of alcohol and/or drugs.
    - c. Methods of referring employees who might be suffering from personal problems that could signal possible alcohol or drug problems to the EAP.
  - 2. Procedures of this Agreement related to handling employees who appear to be subject to the effects of alcohol or illegal drugs;

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025

**Memorandum of Agreement**

3. Documenting observations and impressions of persons who may be subject to the effects of alcohol or illegal drugs;
4. Alcohol and drug testing program, procedures, and safeguards;
5. Benefit programs and alternatives that are available; and
6. Safety aspects of alcohol or drug problems in both work and social environments.

**TREATMENT COORDINATOR**

- A. The Treatment Coordinator will be a qualified health or clinical professional agency or individual.
- B. The Treatment Coordinator will:
  7. Identify and authorize appropriate course of rehabilitation treatment and aftercare.
  8. Select appropriate treatment facilities and programs for inpatient or outpatient care.
  9. Advise insurance carrier of employee's eligibility for treatment coverage.
  10. Assure that treatment facilities and programs are qualified and appropriately licensed.
  11. Perform the evaluation of the overall treatment plan and return to work requirements in conjunction with the Medical Review Officer.

**CONFORMITY TO LAW**

In the event this Agreement is in violation of any applicable law, the parties will negotiate such changes as are necessary to confirm this Agreement to such law.

Any employee who is convicted or pleads nolo contendere under a criminal drug statute for a violation occurring in the workplace must notify the Labor Relations Manager, or their designee, no later than five (5) days after such conviction or plea. Failure to notify the Company of such a conviction or plea may be grounds for disciplinary action.

**OVERSIGHT COMMITTEE**

The parties agree to a UAW/LMC Oversight Committee, to be convened at the request of either party, whose function will be to establish a charter, review testing procedures, collection methods, quality assurance, joint lab selection, sanction issues and such other items pertaining to the operation of this agreement as raised by either party. This Committee will consist of one member chosen by the Union's Director of the Aerospace Department or their designee, and one member chosen by the Company's Corporate Director of Labor Relations.

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

AGREED TO:

AGREED TO:

LOCKHEED MARTIN CORPORATION

UAW

---

---

---

---

---

---

---

---

---

---

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

ATTACHMENT TO JOINT LOCKHEED MARTIN – UAW

EMPLOYEE ASSISTANCE PROGRAM

**SAFETY SENSITIVE POSITIONS**

Listed below are the populated job classifications within Safety Sensitive Categories (i), (ii), (iii) and (iv);

(i) **DENVER**

~~R02P32~~ **JFG 406** — Operator Tractor/Trailer  
~~R04M08~~ **JFG 406** — Light Vehicle Operator  
~~R06223~~ **JFG 512** — Operator Light Equipment (Maintenance)  
~~R03P21~~ **JFG 512** — Operator Heavy Field Equipment  
~~R07P04~~ — Furniture Mover  
**JFG 509 — General Maintenance Specialist**  
~~R08020~~ **JFG 509** — Utility Worker

~~**BALTIMORE**~~

~~R03375~~ — Material Handler A  
~~R03714~~ — Painter General  
~~R05169~~ — Crater & Packer A  
~~R05476~~ — Operator Product Installation & Hazardous Waste Removal  
~~R07376~~ — Material Handler B

**ORLANDO**

~~R04OTR~~ **JFG 302** – Operator, Transportation  
~~R04MTM~~ **JFG 510** – Material Mover

(ii) **DENVER**

None

~~**BALTIMORE**~~

~~None~~

**ORLANDO**

None

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

(iii) DENVER

None

BALTIMORE

None

ORLANDO

~~R020WC — Operator, Waste Control~~

R03FAB –Fabricator, as designed in the Supplemental Agreement

(iv) DENVER

None

BALTIMORE

~~R01119 — Tester A~~

~~R01364 — Inspector A~~

~~R02240 — Electrician A, Maintenance~~

~~R02775 — Mechanic A Machine Repair~~

~~R02948 — Welder A~~

~~R03479 — Tester B~~

~~R06106 — Assembler & Installer~~

~~R06131 — Mechanic Electrical & Electronic~~

ORLANDO

None

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

## Attachment B

## Pre Step Grievance Resolution Form

*Article 8, Section 1- Pre Step. Any complaint or problem can be verbally discussed between an employee and their immediate supervisor with or without a Steward. The supervisor shall give their response verbally. Provided the employee includes a Steward in the Pre Step, any resolution of a Pre Step shall be documented by the Union and provided to Labor and Employee Relations on a form supplied by the Company. Any resolution at Pre Step shall have no precedential value.*

Grievant Name:		Grievant LMP ID:	
Job Classification:		Department:	
Article & Section of CBA Violation:			

Nature of Issue:	Cause of Issue:	Effect of Issue:	Solution:

Resolution Agreement:

*The following parties agree to the documented conditions above:*

Leader Name (Print):		Steward Name (Print):	
Leader Signature:		Steward Signature:	
Leader LMP ID:		Steward LMP ID:	
Date:		Date:	



**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

**Attachment C**

ARTICLE 17  
BENEFITS

- A. The parties have provided for a further improved Pension Plan and a Group Insurance Plan by supplemental agreement signed simultaneously with the execution of this Agreement. No matter respecting the provisions of these plans shall be subject to the grievance procedure established in this Agreement.

B. GROUP INSURANCE

Section 1. Availability of Plans. Plan designs will be posted online. The CIGNA POS health plan design ~~is~~ available to employees hired prior to May 21, 2012, ~~will continue to be an available option during the term of the Agreement.~~ **The CIGNA POS health plan will be discontinued and no longer available as an option after December 31, 2027.** In the event the carrier eliminates the CIGNA POS plan **earlier than December 31, 2027**, the Company will be under no obligation to negotiate and/or offer a replacement plan. If the plan is eliminated **prior to December 31, 2027**, employees participating in the CIGNA POS plan will be given the option of selecting coverage from the remaining insurance plans offered by the Company.

~~Section 2. Lockheed Martin HealthWorks. The Lockheed Martin HealthWorks (LMHW) plan will be available to all employees effective January 1, 2013. Effective January 1, 2013 the LMHW plan will be the only plan available to new hires, rehires, or recalls who are hired May 21, 2012 and thereafter. Details of the LMHW plan will be contained in the Plan document and SPD. The LMHW medical plan will be discontinued and no longer available as an option after December 31, 2020.~~

~~Any improvements, modifications, reductions, eliminations or changes to the LMHW plan shall be automatically applicable to bargaining unit employees covered by this Agreement.~~

Section 32: High Deductible Health Plans. Effective January 1, 2021, the Corporate-wide High Deductible Health Plans (HDHP) will be offered to all employees on the "same basis as" offered to non-bargaining unit employees including insurance offerings, vendors, plan designs, and any successors and/or additions.

- a. **Employees will receive a one-time Company contribution to a Health Savings Account (HSA) upon initial HDHP enrollment from the CIGNA POS plan. Employees not enrolled in the CIGNA POS plan on April 11, 2025 will not be eligible for this one-time contribution.**
- b. **Upon initial HDHP enrollment from the CIGNA POS plan, the one-time Company contribution will be effective January 1, 2026, January 1, 2027, or January 1, 2028 dependent on initial HDHP enrollment.**
- c. **The contribution for Employee Only coverage is \$1,250. The contribution for Employee Plus One or More coverage is \$2,500. Employees must open an HSA to receive the Company contribution. Such contribution will be deposited as soon as administratively practicable.**
- d. **To be eligible for participation in the Health Savings Account (HSA), the employee's Healthcare Spending Account (HCSA) needs to have a zero balance on December 31 of the year prior to initial HDHP enrollment. Otherwise, the employee must wait until the**

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
Memorandum of Agreement

following April (after the HCSA grace period ends on March 15) to participate in the HSA.

**Health Savings Accounts.** Employees may make a pre-tax contribution from their paycheck to their Health Savings Account (HSA). Employees may defer all or part of their eligible lump sum payments to their HSA. Contributions to HSA are subject to annual IRS limits, including contributions received from Lockheed Martin.

It is the responsibility of the employee to ensure their account is open and that the elected deferral amount will not result in account balances exceeding the IRS annual maximums. If at the time of deposit, the deferral amount will result in account balances exceeding the IRS annual maximum, the entire deferral payment will be paid to the employee, minus applicable taxes.

~~1. Effective January 1, 2021 for the duration of this CBA, employees will receive a one-time Company contribution to a Health Savings Account (HSA) upon initial HDHP enrollment. The contribution for Employee Only coverage is \$1,250. The contribution for Employee Plus One or More coverage is \$2,500. Employees must open an HSA to receive the Company contribution. Such contribution will be deposited as soon as administratively practicable. Employees may make a pre-tax contribution from their paycheck to their HSA. Employees may defer all or part of their eligible lump sum payments to their HSA. Contributions to HSA are subject to annual IRS limits, including contributions received from Lockheed Martin. Employees who are hired, rehired or transferred into the bargaining unit on or after January 1, 2021 will not be eligible for this one time contribution. To be eligible for participation in the Health Savings Account (HSA) on January 1, 2021, the employee's Healthcare Spending Account (HCSA) needs to have a zero balance on December 31, 2020. Otherwise, the employee must wait until April 2021 (after the HCSA grace period ends on March 15, 2021) to participate in the HSA.~~

21. "Same basis as" is understood to mean that any improvements, modifications, reductions, discontinuations, eliminations or changes to the plan(s) including, without limitation, the Health Savings Account for non-bargaining unit employees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, Health Savings Account contributions, effective dates and plan designs. In the event the Company seeks to make material changes under this provision, the Company agrees to provide the Union with as much notice as practicable given circumstances for the purpose of making the Union aware of impending changes and to explain the details of any such changes being implemented.

Section 43. Employee and Company Contributions. Each employee who elects coverage under a medical plan shall pay a weekly Section 125 pre-tax contribution (via payroll deduction) to obtain that coverage. The amount of the weekly contribution required for coverage under any of the medical plans will be as follows:

The costs for Company self-funded High Deductible Health Plan (HDHP) and POS medical plans will be calculated annually using the Lockheed Martin standard rating methodology. The costs for any insured medical plan, i.e. POS, will be the premium charged by the plan plus the cost for carved out prescription drug plan and mental health and substance abuse coverage. It will be calculated separately for employees and dependents based on each group's claim experience.

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

Effective January 1, 2021 the Employee contributions for health insurance available to active employees will be:

- Point-of-service (POS) — Employee will pay 15% of the cost of the plan
- High Deductible Health Plan (HDHP)— Employee will pay 10% of the cost of the plan

~~Employees enrolled in LM HealthWorks medical plan on or after January 1, 2020 will receive health fund credits in the amount of \$250 for Employee Only coverage and \$500 for Employee plus one or more coverage. Effective January 1, 2021, balances for all employees remaining in the LM HealthWorks Health Fund account will be converted to a limited purpose Health Reimbursement Account.~~

Medical Opt-Out Credit – Any employee who chooses to opt-out of medical coverage provided for under this Agreement shall receive a medical opt-out credit of \$11.54 per week. To be eligible for an opt-out credit, employees are required to certify, on an annual basis, that they have medical coverage elsewhere. Employees are ineligible for an opt-out credit if the employee is covered as a dependent under any Lockheed Martin Company-sponsored medical plan.

~~For new hires in 2020, benefits coverage will default to employee only coverage in LM HealthWorks, Dental Plan Core, and Vision Plan Core retroactively to the hire date if no active election has been made for medical, dental, or vision during benefits enrollment.~~

For new hires in 2021 and all subsequent years under the terms of this Agreement, benefits coverage will default to employee-only coverage in HDHP Plan 1 (broad network), Dental Plan Core, and Vision Plan Core retroactively to the hire date if no active election has been made for medical, dental, or vision during benefits enrollment.

**If employees enrolled in the CIGNA POS plan make**~~If no active Medical election is made for the 2026 plan year, Medical, Dental and/or Vision coverage during the 2024-2026 Annual Enrollment Election Period, such coverage will default to “no coverage” effective January 1, 2024-2026.~~

If no active election is made for Medical, Dental and/or Vision during ~~2022~~ **the** Annual Enrollment Election Period and all subsequent years under the terms of this Agreement, such coverage will default to the same coverage level and plan design the employee held during the prior year.

~~Section 54. Dental. The existing dental options will continue to be offered through December 31, 2020.~~

Effective January 1, 2021 the dental plans for active employees will be offered on the “same basis as” offered to non-bargaining unit employees including insurance offerings, vendors, plan designs and any successors and/or additions as follows:

- Dental Plan Core – Company paid
- Dental Plan Enhanced – Employee contributions for those who enroll in this coverage will be the difference between the cost of the Core and the Enhanced Dental Plan.

“Same basis as” is understood to mean that any improvements, modifications, reductions, discontinuations, elimination or changes to the dental plans for non-bargaining unit employees shall be automatically applicable to the bargaining unit employees covered by this Agreement. Same basis applies to any and all

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

aspects of the plan(s) including but not limited to eligibility, plan offerings, effective dates and plan designs. In the event the Company seeks to make material changes under this provision, the Company agrees to provide the Union with as much notice as practicable given circumstances for the purpose of making the Union aware of impending changes and to explain the details of any such changes being implemented.

The Dental Plan Core and Dental Plan Enhanced ~~currently offered through Delta Dental~~ will be administered through ~~Aetna or Cigna~~, **the carrier(s) offered by the Company and will be** dependent upon the employee's home zip code, ~~effective January 1, 2021~~.

~~Section 65. Vision. The existing Vision Plan for active employees will continue to be offered through December 31, 2020.~~

Effective January 1, 2021 the vision plans for active employees will be offered on the "same basis as" offered to non-bargaining unit employees including insurance offerings, vendors, plan designs, and any successors and/or additions as follows:

- Vision Plan Core – Company paid
- Vision Plan Enhanced – Employee contributions for those who enroll in this coverage will be the difference between the cost of the Core and the Enhanced Vision plans.

The Vision Plan Core and Vision Plan Enhanced ~~currently offered through EyeMed~~ will be administered through ~~VSP~~ **the carrier(s) offered by the Company** ~~effective January 1, 2021~~.

"Same basis as" is understood to mean that any improvements, modifications, reductions, discontinuations, elimination or changes to the vision plans for non-bargaining unit employees shall be automatically applicable to the bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects of the plan(s) including but not limited to eligibility, plan offerings, effective dates and plan designs. In the event the Company seeks to make material changes under this provision, the Company agrees to provide the Union with as much notice as practicable given circumstances for the purpose of making the Union aware of impending changes and to explain the details of any such changes being implemented.

~~Section 76. Spending Accounts. Employees actively at work will continue to be eligible to participate in the existing Health Care and Dependent Care Spending Accounts subject to the plan(s) provisions.~~

The Health Care and Dependent Care Spending Accounts are pretax benefit plans. Contributions are deducted from participating employees' paychecks before taxes are taken out. The Health Care and Dependent Care Spending Accounts are subject to rules and regulations set forth by the Internal Revenue Service. **The Health Care Spending Account is only available to employees not enrolled in a high deductible health plan.**

~~Section 87. Supplemental Insurance.~~

- (a) Life Insurance – For employees who are actively at work on or after January 1, ~~2013~~ **2026**, the life insurance benefit will ~~offered at be \$35,000~~ **one (1) times the employee's annual base salary.**
- (b) Accidental Death & Dismemberment – Same as Life **Insurance** Schedule above.

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

(c) Group Universal Life (**GUL**) – The existing optional Group Universal Life Insurance (~~GUL~~) will continue to be offered. Effective January 1, 2013, 8x GUL will be offered. **After initial new hire enrollment, employees enrolling in GUL for the first time or increasing their coverage level will be required to submit proof of insurability to the life insurance carrier.**

(d) Dependent Optional Term Life (**DOTL**) – The existing Dependent Optional Term Life (~~DOTL~~) Insurance will continue to be offered.

(e) Special Accident Insurance Plan – The existing Special Accident Insurance Plan will continue to be offered. Effective January 1, 2013 an enriched insurance will be offered.

Section ~~98~~. Transition and Bridge Benefits. Effective for deaths occurring on or after August 1, 2012 the Transition and Bridge benefit amount ~~will be increased from \$500 to~~ **is** \$550 per month. The bridge benefit for any month during which Social Security benefits are paid because your spouse has a dependent child is ~~increased from \$250 to~~ \$275 per month.

Section ~~409~~. Sickness and Accident. **For those employees away from work due to sickness or injury, Sickness and Accident benefits pay a weekly income (offset by income from other sources) during the period of disability, subject to all provisions in the Summary Plan Description.** For employees who are active at work or who are on sick leave on or after January 1, 2021 the weekly benefit amount will be 50% of earnings.

Definition of Earnings: Annual wage or salary in effect just prior to date of disability. It does not include any amounts received as bonus, commissions, overtime pay or other extra compensation.

Section ~~44~~**10**. Long-Term Disability. Effective January 1, 2013 employees can elect an employee-paid Long-Term Disability benefit at 50% or 60% of employee income.

Section ~~42~~**11**. Tuition Reimbursement. The Company maintains a program of tuition reimbursement to promote and encourage education and training as a means to increase employee productivity and expand career potential. The Tuition Reimbursement program will be administered in accordance with Corporate policies and procedures. Any improvements, modifications, reductions, eliminations or changes in this plan shall be automatically applicable to bargaining unit employees covered by this Agreement. In addition, the Company will make the tuition reimbursement program available to bargaining unit employees for job related courses at certified vocational technical training institutions and will reimburse 100% of the paid tuition fee, not to exceed an annual total of \$2,000, for up to two (2) courses successfully completed per academic term, provided that the employee has received written approval of each course per the Company prior to the employee enrolling in such courses.

Employees who have an approved application through the Tuition Reimbursement Program or Vocational Technical Training-Institutions and are actively participating in the academic course(s) outlined in the application shall be provided one hour per month, not to exceed 10 hours per year, for career development (i.e. formal mentorship with LM employee, job shadowing, lunch and learns, and/or LM sponsored training courses). All career development activities must be approved by the leader in advance.

Section ~~43~~**12**. Employee Discounts. ~~As soon as administratively practicable,~~ **E**mployees covered under this Agreement will be eligible for Auto/Home and other discounts. These discounts shall be subject to the eligibility and limitations applicable to coverage and will be offered on a “same **basis** as” ~~basis as~~ non-bargaining unit employees.

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

Section ~~14~~**13**. Additional Benefits. Additional benefits will be offered **on the “same basis as” to non-bargained employees. Current offerings include** ~~as follows effective January 1, 2018: Voluntary Accident Insurance, Voluntary Hospital Indemnity Insurance, and Voluntary Critical Illness Insurance,~~ **Voluntary Identity Protection and Voluntary Legal Services Insurance.** Any Additional voluntary benefits offered to the salaried exempt and non-exempt employees will be offered on a “same **basis** as” ~~basis~~ and shall be subject to the eligibility and limitations applicable to coverage.

Section ~~15~~**14**. Future Plans. Should the Company introduce or change health care and/or benefit options during the life of this Agreement and after its expiration, such options may, within the Company’s discretion, be extended to individuals covered by this Agreement on the “same basis as” would be available to non-bargaining unit employees at the facility. Same basis is understood to mean that any improvements, modifications, reductions, discontinuations, eliminations, or changes to a plan for non-bargaining unit employees shall be automatically applicable to bargaining unit employees covered by this Agreement. Same basis applies to any and all aspects including but not limited to eligibility, plan offerings, effective dates and plan designs. The CIGNA POS Plan will be as negotiated throughout ~~the term of the Agreement~~ **December 31, 2027**, provided the plan is not eliminated by the vendor. In the event the Company seeks to make material changes under this provision, the Company agrees to provide the Union with as much notice as practicable given circumstances for the purpose of making the Union aware of impending changes and to explain the details of any such changes being implemented.

#### C. PENSION PLANS

Section 1. Pre-Retirement Counseling. The Company will provide resources on retiree medical, pension and PSP. Union officials may participate in any pre-retirement activities. Any time spent on these resources will be on the employee’s own time (unpaid time).

Section 2. Medicare Part B. For employees who retire from active service with 10 years or more of credited service on or after January 1, 2018, and for surviving spouses of employees who retire or are eligible to retire from active service with 10 years or more of credited service on or after January 1, 2018, upon attainment of age 65, the monthly Medicare Part B reimbursement will be ~~\$90~~ **\$100**.

Section 3. Retiree Medical Coverage. Retiree medical coverage (Under Age 65 plans or Medicare Eligible plans) will not be offered for any newly hired or rehired employees on or after January 1, 2008.

Section 4. Retiree Life Insurance. Effective January 1, ~~2013~~ **2026** retiree life insurance will be ~~increased from \$1,000 to \$3,000~~ **\$5,000 for those retiring on or after the date of this contract.**

Section 5. Retiree Medical Expense Benefits. Effective January 1, 2021 for employees who are eligible for retiree medical insurance, the following retiree medical plans will be available for early retirees up to age 65 or until they become eligible for Medicare.

- (a) Employees on Early Retirement or who retire on Disability Retirement, who have ten (10) years of credited service, may elect to have coverage under the ~~new~~ HDHP for Pre- Age 65 Retirees or their successors and/or additions to the, Cigna Point of Service (POS) Plan (if available), which provides for retiree coverage.
- (b) Early retiree medical contribution formula - A retiree’s share of early (pre-age 65) retiree medical costs are based on the retiree’s years of retirement credited service. As shown in the table below, effective for those employees or surviving spouses of employees who retire January 1, 2008 or later, the retiree cost sharing percentages apply for the total monthly cost for the early (pre-age 65) retiree

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025

**Memorandum of Agreement**

medical benefits plan under which the retiree is covered to a maximum amount. For example, if a retiree has 29 years of service they will be eligible for up to \$808.33 (i.e., 97% of a total monthly cost of \$833.33 or \$10,000 annually) for single coverage or \$1,616.67 (i.e., 97% of a total monthly cost of \$1,666.67 or \$20,000 annually) for family coverage. The retiree's cost sharing percentage increases to 100% for costs that exceed that ceiling amount.

<u>Years of Service</u> <u>(Pro-rated for</u> <u>partial years)</u>	<u>Retiree Percentage</u> <u>of Plan Costs</u>
0-9	not eligible
10-14	75%
15	50%
16	45%
17	40%
18	35%
19	30%
20	25%
21	23%
22	21%
23	19%
24	17%
25	15%
26	12%
27	9%
28	6%
29	3%
30 or more	0%

The POS plan, if available, is the same plan for active employees.

(c) The Cigna Point-of-Service (POS) (if available), LM Essentials Plan, and LMHW plan for retirees will be the only Plan designs available to eligible retirees and their covered dependents who retire on or after January 1, 2013, but prior to January 1, 2021.

(d) Medical coverage for retirees eligible for Medicare:

~~(1) Employees retiring from active employment on or after May 21, 2012 and prior to January 1, 2021 who:~~

~~(a) Are eligible for Medicare and who have ten (10) years of credited service or;~~

~~(b) Retire before age 65 who thereafter become eligible for Medicare and have ten (10) years of credited service, may elect to have medical coverage under the Medicare Eligible Retiree Medical Plan (MERMP) or a Lockheed Martin Senior HMO, if available, including the separate Company prescription drug and mental health and substance abuse plans, which provides for retiree coverage.~~

~~(2) The MERMP provides medical benefits for the retiree and/or the spouse who becomes Medicare eligible by supplementing coverage under Medicare. Eligible dependents under age 65 who are not eligible for Medicare may be covered through the Early Retiree medical coverage.~~

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

- ~~(3) The retiree may elect single or family coverage under the MERMP or a Senior HMO. The retiree cost for either of these coverages will be a flat monthly contribution amount, but is also subject to a maximum monthly Company subsidy amount. For employees retiring on or before January 1, 2013 the flat monthly contribution is:~~

<del>Single</del>	<del>Family</del>
<del>\$30</del>	<del>\$60</del>

~~For employees retiring after January 1, 2013 the flat monthly contribution is:~~

<del>Single</del>	<del>Family</del>
<del>\$60</del>	<del>\$120</del>

- ~~(4) Lockheed Martin will share in the cost of the MERMP or Lockheed Martin Senior HMO, if available, up to a maximum monthly Company subsidy amount. The maximum monthly Company subsidy amount is \$375.00 (\$4,500 annually) for single coverage or \$750.00 (\$9,000 annually) for family coverage. The cost to the retiree for either of these coverages will be the flat monthly contribution as long as the Medicare Eligible Retiree Medical Plan (MERMP) or the Senior HMO premium is equal to or less than the maximum monthly Company subsidy amount. The retiree's flat monthly contribution cost sharing increases by 100% of the MERMP or Senior HMO costs that exceed the maximum monthly Company subsidy amount. If the Senior HMO cost becomes greater than the MERMP cost, but is less than the maximum monthly Company subsidy amount, the retiree's flat dollar cost sharing amount will increase by 50% of the difference between the MERMP cost and the Senior HMO cost.~~
- ~~(5) (1) For individuals age 65 and over who are eligible for retiree medical insurance and retiring on or after January 1, 2021, the MERMP and Senior HMO will be discontinued for future retirees. Future retirees will be eligible to participate in the private Medicare Exchange, Via Benefits, and its successor(s) and/or additions, on the "same basis as" offered to non-bargaining unit Medicare eligible retirees.~~

For retirees electing to participate in **the private Medicare Exchange** this program, the Company subsidy will be in the form of a deposit to an individual **Via Benefits** Health Reimbursement Account and fixed over the life of the Agreement:

- a. Single - \$175 monthly maximum (prorated up to \$2,100 annually).
- b. Spouse - \$175 monthly maximum (prorated up to \$2,100 annually).

Should the Company designated private Medicare Exchange dissolve or otherwise become unavailable, the Company and Union agree to meet in an effort to designate a replacement private Medicare Exchange if such Exchanges are permissible based on regulations in effect at the time of discussions. If the parties are unable to come to an agreement during these discussions, the Company will designate a comparable replacement. The Company will only be obligated to designate a comparable replacement which results in no additional cost to the Company. In the event no such replacement can be designated, the Company shall be under no further obligation to designate a replacement.

Section 6. Summary Plan Descriptions. The terms of the Plans in this Supplemental Agreement for Group Insurance will be summarized in separate Summary Plan Descriptions (SPDs). The terms of the plans in the SPD will not be changed during the term of the Agreement except for legally required changes or any mutually agreed to changes. Summary Plan Descriptions will be furnished to the Union and to each employee eligible for the Plan.



**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

~~Section 7. Medicare Alternative Plan. For employees who retire on or after May 21, 2012 the Company will continue to offer Senior HMOs (Medicare Risk HMOs) to bargaining unit retirees age 65 and over where they are available. Retirees age 65 and over may enroll in such plans at retirement. At locations where Medicare Alternative Plans are offered, retirees age 65 and over may be provided the option to change their plan of enrollment to an available Medicare~~

~~Alternative Plan offered to UAW retirees at that location, subject to any restrictions on location of domicile. There will be a cost for this coverage as described in Section 2 above. Participants in Retiree Medical Plans, who become eligible for Medicare due to their disability, are eligible to enroll in Medicare Alternative Plans. This change can only be made within 31 days after the eligibility notification by Medicare, or at other times a change in enrollment is allowed by the Plan.~~

Section 8. Pension Plan. Lockheed Martin Corporation, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) agree that the Lockheed Martin Aerospace Pension Plan for Employees in the Bargaining Unit, as amended January 1, 2008, shall be further amended effective July 31, ~~2020~~**2025** as follows:

- (a) Increase in Pension Rate for Retirements from Active Service – For employees who retire from active service on or after July 31, ~~2020~~**2025** with a normal, early, early with LISA, or total and permanent disability retirement, the pension rate as provided for in NORMAL RETIREMENT BENEFIT of the Plan, will be indicated below, according to the date of retirement:

<u>Date of Retirement</u>	<u>Pension Rate</u>
On or after July 31, <del>2020</del> <b>2025</b>	<del>\$88.00</del> <b>\$93.00</b>

- (b) Increase in Pension Rate for Vested Benefits – For employees who terminate from active service on or after July 31, ~~2020~~**2025** with a vested right to a deferred pension, the pension rate will be as follows based on the date of termination.

<u>Date of Termination</u>	<u>Pension Rate</u>
On or after July 31, <del>2020</del> <b>2025</b>	<del>\$88.00</del> <b>\$93.00</b>

- (c) Supplemental Pension Benefits – For employees who retire from active service within the terms of SPECIAL EARLY RETIREMENT BENEFIT, and DISABILITY RETIREMENT, of the Plan on or after July 31, ~~2020~~**2025** the temporary supplemental pension rate and the maximum monthly temporary supplemental benefit shall be ~~\$88.00~~ **\$93.00** and ~~\$2,200.00~~ **2,325.00**, respectively.

- (d) Applicability – Except as provided in Paragraph 2, the reference to employees in this Agreement shall mean those employees who, on or after July 31, ~~2020~~**2025** are actively on the payroll of the Company and those who, on July 31, ~~2020~~**2025** are either on layoff with recall rights or on sick leave or union leave, and only those employees. The reference to employees in Paragraph 2, shall mean only those employees who, on or after July 31, ~~2020~~**2025** are actively on the payroll of the Company, and only those employees.

Employees hired on or after January 1, 2008 will not be eligible to participate in the Lockheed Martin Aerospace Pension Plan.

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

- (e) **Level Income Special Allowance (LISA)** – For **covered** employees who qualify and retire from active service on or after July 31, 2017 ~~2025~~ the LISA is ~~\$675~~ **\$700**.
- (f) **Pension Credits** – The Company will continue to provide up to 1 year of credited service for each continuous period of unpaid layoff since year 2000 even though the understanding at the time it was negotiated was up to one year per career if an employee was retiring from layoff.

If an employee was given pension credits for unpaid layoff prior to 2000, a one-time adjustment will be made to their credited years of service if the employee's service record is researched and verified by the Company.

It is understood the parties retain their rights to bargain over any section of this Agreement in the future.

Section 9. Permanent Partial Disability Retirement. In the event that a member, who is age 55 with 30 years of credited service and who, on or after June 30, 2017, elects or is required to elect early retirement because of their inability to perform their job in a satisfactory manner due to permanent partial disability and the Company Physician appointed by the Corporation, or it's representative, determines that such Member shall be required to elect early retirement due to their permanent and partial disability, the monthly Early Retirement Benefit for such Member shall be an amount equal to the amount computed as an unreduced benefit under Normal Retirement using the pension rate in effect at the time of retirement on the basis of the Credited Service at the time of early retirement. In addition, during the period that the Member remains on early retirement until the attainment of age 65, they shall receive a supplemental payment in the amount of \$675.

Process: Employee becomes partially and permanently disabled and has met the eligibility requirements (age 55 with 30 years of credited service) and it is determined by the Plan physician that the employee is unable to perform their job in a satisfactory manner due to the permanent partial disability. There is no waiting period under this option; the employee could be actively working and apply for the retirement provision.

Define Permanent Partial Disability: the result of an illness or injury which permanently reduces a person's ability to function, but still permits some working or other activity. Disabilities do not include incapacity due to intentionally inflicted injuries, injuries while engaged in a felonious enterprise or injuries resulting from service in the armed forces of any country.

D. Performance Sharing Plan (PSP). As soon as administratively practicable ~~but no later than January 18, 2024~~, the Company will modify the Performance Sharing Plan (PSP) for members of Locals 738, 766, and 788 **as noted below**. Features of the plan will include but not be limited to:

- **(1) Eligibility** – immediate.

**(2) Automatic Enrollment** – **Effective January 1, 2026, employees hired or rehired will be automatically enrolled in the PSP with a 3% before-tax contribution of eligible weekly base pay. Automatic enrollment is effective 30 days from the hire or rehire date. Employees have 30 days from date of hire or rehire to opt out before contributions begin.**

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025

**Memorandum of Agreement**

- **(3) Contributions** – 1% increments, **subject to the PSP maximum (currently 40% before tax and/or after-tax basis) and subject to IRS maximums** ~~with a total of 25% can be on a before-tax and/or after-tax basis.~~
- **(4)** The Company will match 50% of the first 8% of weekly eligible base pay contributions.
- **(5)** The Company will contribute 6% of eligible weekly base pay into the Savings Plan for employees hired or rehired on or after January 1, 2008. Employees eligible for the Lockheed Martin Aerospace Pension Plan for Employees are not eligible for the 6% contribution.
- **(6) Base Pay** – Base wages includes regular pay, pay for holidays, pay while on vacation, and pay for paid absence allowance. It also includes lump sum merit payments given in lieu of pay increases and before-tax contributions for flexible benefits or fringe benefit plans. Base pay does not include overtime, incentive compensation, bonuses, commissions, rate guarantees, severance, relocation pay, lump sum payments in lieu of vacation pay, variable rate compensation, shift differentials, or other special pay.
- **(7) Funds** –It is the intent of the Company to provide a plan that offers a reasonable range of investment opportunities. Should the number or type of investment options change, Union officials will be notified.
- **(8) Investment changes:**
  - **(a)** Change investment election for future Company contributions any time.
  - **(b)** The Plan provides for various investment transfer and reallocation options.
  - **(c)** Investment transfers or reallocation options will not be changed without prior notification to Union officials.
- **(9) Loan provision** – up to 50% of the account balance or \$50,000 minus the highest loan balance in the past 12 months, whichever is less.
- **(10) Vesting** – immediate.

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

**Denver Local Rate Structure: Attachment E**

Effective: **June 28, 2025**

<b>Seniority Unit 1 &amp; 2</b>			<b>Seniority Unit 4 &amp; 6</b>			<b>Seniority Unit 5</b>		
Labor Grade	Minimum	Maximum	Labor Grade	Minimum	Maximum	Labor Grade	Minimum	Maximum
	<del>\$20.00</del>	<del>\$39.13</del>		<del>\$20.00</del>	<del>\$39.13</del>		<del>\$27.17</del>	<del>\$42.54</del>
1	<b>\$20.50</b>	<b>\$40.70</b>	1	<b>\$25.00</b>	<b>\$40.70</b>	1	<b>\$31.00</b>	<b>\$44.24</b>
	<del>\$19.00</del>	<del>\$38.25</del>		<del>\$19.00</del>	<del>\$38.25</del>		<del>\$26.36</del>	<del>\$41.60</del>
2	<b>\$20.25</b>	<b>\$39.78</b>	2	<b>\$24.00</b>	<b>\$39.78</b>	2	<b>\$29.00</b>	<b>\$43.26</b>
	<del>\$18.40</del>	<del>\$37.62</del>		<del>\$18.40</del>	<del>\$37.62</del>		<del>\$25.79</del>	<del>\$40.90</del>
3	<b>\$20.00</b>	<b>\$39.12</b>	3	<b>\$23.40</b>	<b>\$39.12</b>	3	<b>\$27.00</b>	<b>\$42.54</b>
	<del>\$17.00</del>	<del>\$36.40</del>		<del>\$17.00</del>	<del>\$36.40</del>		<del>\$23.61</del>	<del>\$39.59</del>
4	<b>\$20.00</b>	<b>\$37.86</b>	4	<b>\$22.00</b>	<b>\$37.86</b>	4	<b>\$26.00</b>	<b>\$41.17</b>
				<del>\$16.50</del>	<del>\$35.76</del>		<del>\$22.82</del>	<del>\$38.89</del>
			5	<b>\$21.50</b>	<b>\$37.19</b>	5	<b>\$25.00</b>	<b>\$40.45</b>
				<del>\$16.00</del>	<del>\$35.42</del>		<del>\$21.47</del>	<del>\$38.53</del>
			6	<b>\$21.00</b>	<b>\$36.84</b>	6	<b>\$23.00</b>	<b>\$40.07</b>
				<del>\$15.50</del>	<del>\$34.07</del>		<del>\$19.64</del>	<del>\$37.06</del>
			7	<b>\$20.50</b>	<b>\$35.43</b>	7	<b>\$22.00</b>	<b>\$38.54</b>
				<del>\$15.00</del>	<del>\$33.80</del>		<del>\$15.84</del>	<del>\$36.75</del>
			8	<b>\$20.00</b>	<b>\$35.15</b>	8	<b>\$21.00</b>	<b>\$38.22</b>
				<del>\$18.81</del>	<del>\$40.81</del>			
			Photographer	<b>\$23.81</b>	<b>\$42.44</b>			

Effective: **May 30, 2026**

<b>Seniority Unit 1 &amp; 2</b>			<b>Seniority Unit 4 &amp; 6</b>			<b>Seniority Unit 5</b>		
Labor Grade	Minimum	Maximum	Labor Grade	Minimum	Maximum	Labor Grade	Minimum	Maximum
1	<b>\$21.32</b>	<b>\$42.33</b>	1	<b>\$26.00</b>	<b>\$42.33</b>	1	<b>\$32.24</b>	<b>\$46.01</b>
2	<b>\$21.06</b>	<b>\$41.37</b>	2	<b>\$24.96</b>	<b>\$41.37</b>	2	<b>\$30.16</b>	<b>\$44.99</b>
3	<b>\$20.80</b>	<b>\$40.68</b>	3	<b>\$24.34</b>	<b>\$40.68</b>	3	<b>\$28.08</b>	<b>\$44.24</b>
4	<b>\$20.80</b>	<b>\$39.37</b>	4	<b>\$22.88</b>	<b>\$39.37</b>	4	<b>\$27.04</b>	<b>\$42.82</b>
			5	<b>\$22.36</b>	<b>\$38.68</b>	5	<b>\$26.00</b>	<b>\$42.07</b>
			6	<b>\$21.84</b>	<b>\$38.31</b>	6	<b>\$23.92</b>	<b>\$41.67</b>
			7	<b>\$21.32</b>	<b>\$36.85</b>	7	<b>\$22.88</b>	<b>\$40.08</b>
			8	<b>\$20.80</b>	<b>\$36.56</b>	8	<b>\$21.84</b>	<b>\$39.75</b>
			Photographer	<b>\$24.76</b>	<b>\$44.14</b>			

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

Effective: **May 29, 2027**

Seniority Unit 1 & 2			Seniority Unit 4 & 6			Seniority Unit 5		
Labor Grade	Minimum	Maximum	Labor Grade	Minimum	Maximum	Labor Grade	Minimum	Maximum
1	<b>\$22.07</b>	<b>\$43.81</b>	1	<b>\$26.91</b>	<b>\$43.81</b>	1	<b>\$33.37</b>	<b>\$47.62</b>
2	<b>\$21.80</b>	<b>\$42.82</b>	2	<b>\$25.83</b>	<b>\$42.82</b>	2	<b>\$31.22</b>	<b>\$46.56</b>
3	<b>\$21.53</b>	<b>\$42.10</b>	3	<b>\$25.19</b>	<b>\$42.10</b>	3	<b>\$29.06</b>	<b>\$45.79</b>
4	<b>\$21.53</b>	<b>\$40.75</b>	4	<b>\$23.68</b>	<b>\$40.75</b>	4	<b>\$27.99</b>	<b>\$44.32</b>
			5	<b>\$23.14</b>	<b>\$40.03</b>	5	<b>\$26.91</b>	<b>\$43.54</b>
			6	<b>\$22.60</b>	<b>\$39.65</b>	6	<b>\$24.76</b>	<b>\$43.13</b>
			7	<b>\$22.07</b>	<b>\$38.14</b>	7	<b>\$23.68</b>	<b>\$41.48</b>
			8	<b>\$21.53</b>	<b>\$37.84</b>	8	<b>\$22.60</b>	<b>\$41.14</b>
			Photographer	<b>\$25.63</b>	<b>\$45.68</b>			

Effective: **May 27, 2028**

Seniority Unit 1 & 2			Seniority Unit 4 & 6			Seniority Unit 5		
Labor Grade	Minimum	Maximum	Labor Grade	Minimum	Maximum	Labor Grade	Minimum	Maximum
1	<b>\$22.84</b>	<b>\$45.34</b>	1	<b>\$27.85</b>	<b>\$45.34</b>	1	<b>\$34.54</b>	<b>\$49.29</b>
2	<b>\$22.56</b>	<b>\$44.32</b>	2	<b>\$26.73</b>	<b>\$44.32</b>	2	<b>\$32.31</b>	<b>\$48.19</b>
3	<b>\$22.28</b>	<b>\$43.57</b>	3	<b>\$26.07</b>	<b>\$43.57</b>	3	<b>\$30.08</b>	<b>\$47.39</b>
4	<b>\$22.28</b>	<b>\$42.18</b>	4	<b>\$24.51</b>	<b>\$42.18</b>	4	<b>\$28.97</b>	<b>\$45.87</b>
			5	<b>\$23.95</b>	<b>\$41.43</b>	5	<b>\$27.85</b>	<b>\$45.06</b>
			6	<b>\$23.39</b>	<b>\$41.04</b>	6	<b>\$25.63</b>	<b>\$44.64</b>
			7	<b>\$22.84</b>	<b>\$39.47</b>	7	<b>\$24.51</b>	<b>\$42.93</b>
			8	<b>\$22.28</b>	<b>\$39.16</b>	8	<b>\$23.39</b>	<b>\$42.58</b>
			Photographer	<b>\$26.53</b>	<b>\$47.28</b>			

Effective: **May 26, 2029**

Seniority Unit 1 & 2			Seniority Unit 4 & 6			Seniority Unit 5		
Labor Grade	Minimum	Maximum	Labor Grade	Minimum	Maximum	Labor Grade	Minimum	Maximum
1	<b>\$23.53</b>	<b>\$46.70</b>	1	<b>\$28.69</b>	<b>\$46.70</b>	1	<b>\$35.58</b>	<b>\$50.77</b>
2	<b>\$23.24</b>	<b>\$45.65</b>	2	<b>\$27.53</b>	<b>\$45.65</b>	2	<b>\$33.28</b>	<b>\$49.64</b>
3	<b>\$22.95</b>	<b>\$44.88</b>	3	<b>\$26.85</b>	<b>\$44.88</b>	3	<b>\$30.98</b>	<b>\$48.81</b>
4	<b>\$22.95</b>	<b>\$43.45</b>	4	<b>\$25.25</b>	<b>\$43.45</b>	4	<b>\$29.84</b>	<b>\$47.25</b>
			5	<b>\$24.67</b>	<b>\$42.67</b>	5	<b>\$28.69</b>	<b>\$46.41</b>
			6	<b>\$24.09</b>	<b>\$42.27</b>	6	<b>\$26.40</b>	<b>\$45.98</b>
			7	<b>\$23.53</b>	<b>\$40.65</b>	7	<b>\$25.25</b>	<b>\$44.22</b>
			8	<b>\$22.95</b>	<b>\$40.33</b>	8	<b>\$24.09</b>	<b>\$43.86</b>
			Photographer	<b>\$27.33</b>	<b>\$48.70</b>			

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

**Orlando Local Rate Structure: Attachment D**

Effective: **June 28, 2025**

Labor Grade	Minimum	Maximum
1	<del>\$22.66</del> <b>\$26.00</b>	<del>\$36.28</del> <b>\$41.75</b>
2	<del>\$19.57</del> <b>\$24.00</b>	<del>\$34.97</del> <b>\$40.00</b>
3	<del>\$19.06</del> <b>\$23.00</b>	<del>\$34.41</del> <b>\$39.36</b>
4	<del>\$17.51</del> <b>\$22.00</b>	<del>\$24.33</del> <b>\$27.91</b>
5	<del>\$16.74</del> <b>\$21.00</b>	<del>\$23.78</del> <b>\$27.29</b>
6	<del>\$15.45</del> <b>\$20.00</b>	<del>\$23.49</del> <b>\$26.96</b>

Effective: **May 30, 2026**

Labor Grade	Minimum	Maximum
1	<b>\$27.04</b>	<b>\$43.42</b>
2	<b>\$24.96</b>	<b>\$41.60</b>
3	<b>\$23.92</b>	<b>\$40.93</b>
4	<b>\$22.88</b>	<b>\$29.03</b>
5	<b>\$21.84</b>	<b>\$28.38</b>
6	<b>\$20.80</b>	<b>\$28.04</b>

Effective: **May 29, 2027**

Labor Grade	Minimum	Maximum
1	<b>\$27.99</b>	<b>\$44.94</b>
2	<b>\$25.83</b>	<b>\$43.06</b>
3	<b>\$24.76</b>	<b>\$42.36</b>
4	<b>\$23.68</b>	<b>\$30.05</b>
5	<b>\$22.60</b>	<b>\$29.37</b>
6	<b>\$21.53</b>	<b>\$29.02</b>

**Lockheed Martin Space Denver and Missiles and Fire Control Orlando  
And  
United Automobile Aerospace and Agricultural Implement Workers of America  
Local Unions 766 and 788**

May 21, 2025  
**Memorandum of Agreement**

Effective: **May 27, 2028**

Labor Grade	Minimum	Maximum
1	<b>\$30.00</b>	<b>\$46.51</b>
2	<b>\$28.00</b>	<b>\$44.57</b>
3	<b>\$27.00</b>	<b>\$43.84</b>
4	<b>\$26.00</b>	<b>\$31.10</b>
5	<b>\$25.00</b>	<b>\$30.40</b>
6	<b>\$24.00</b>	<b>\$30.04</b>

Effective: **May 26, 2029**

Labor Grade	Minimum	Maximum
1	<b>\$30.90</b>	<b>\$47.91</b>
2	<b>\$28.84</b>	<b>\$45.91</b>
3	<b>\$27.81</b>	<b>\$45.16</b>
4	<b>\$26.78</b>	<b>\$32.03</b>
5	<b>\$25.75</b>	<b>\$31.31</b>
6	<b>\$24.72</b>	<b>\$30.94</b>